



HIGH PERFORMANCE PROGRAMS (HPP) HEAD COACH CLIMBING ESCALADE CANADA

Climbing Escalade Canada (CEC) is the National Sports Organization and leader in the promotion and development of competition climbing in Canada for athletes and the extended climbing community. We strive to enable athletes to achieve their high-performance potential in an ethical, equitable and equal competition environment. Every day, we endeavor to live our values of community, transparency, pursuit of excellence, integrity, inclusion and athlete centricity.

As the National Sports Organization for competition climbing in Canada the CEC is primarily responsible for organizing national competitions for the purpose of establishing national champions and qualifying athletes for the Canadian national team representing Canada at international competitions such as the IFSC World Cup series and championships and Olympic events such as Olympics Games, Youth Olympics and Pan-Am Games.

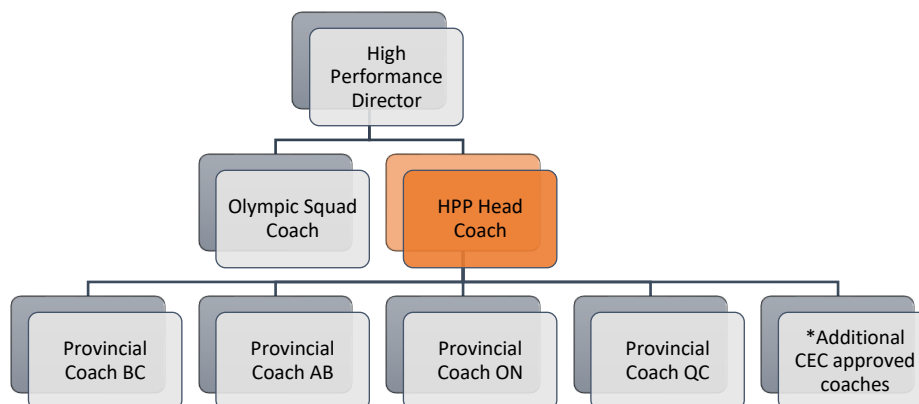
DESCRIPTION

CEC is looking to contract a High-Performance Program (HPP) Head Coach for the 2021 season.

The role of the HPP Head Coach is to implement the 2021 High-Performance Program and support elite athletes on a national and international scale. The HPP Head Coach will be supported in his/her role by the HPP Coaching Team and all of CEC's High-Performance resources. This is a hands-on role for someone who is energized by being part of a growing organization in an exciting and dynamic sporting community.

IMMEDIATE SUPERVISOR: High-Performance Director (HPD)

TERM: February 1st to December 31st, 2021



KEY RESPONSIBILITIES

High-Performance Program

- Assist the High-Performance Director in implementing the 2021 High-Performance Program
- Support the integration of the Continuous National Ranking

- Select and/or endorse, and supervise High-Performance Program Coaching Team
- Select athletes to the HPP, with the help of the HPD and the HPP Coaching Team
- Build a Communications Plan between the HPP Coaching Team and HPP athletes. The plan must include the following:
 - o Coaching Team Meetings: frequency, method, and scope
 - o Athletes Meetings: frequency, method, and scope
 - o Squads Meetings: frequency, method, and scope
 - o Athlete Reporting Structure: frequency, method, and scope

HPP Athletes Support

- Create and deliver, with the support of the HPP Coaching Team, the athletes personalized Yearly Training Plans (YTP) and Individual Performance Plans (IPP)
- Create and implement, with the support of the HPP Coaching Team, the Athlete Assessments and Progress Reports
- Plan and host High-Performance Training Camps and High-Performance Competition, with the support of the HPD and the HPP Coaching Team, following budgets presented by the HPD
- Develop content and structure for High-Performance Events
- Attend selected International Events and coach/chaperones athletes alongside with selected members of the HPP Coaching Team
- Conduct Daily Training Environment (DTE) Visits as directed by HPD

General Administration

- Understand and follow all CEC Policies, specifically those related to Athlete Support and Safe Sport
- Represent CEC in a professional and positive manner at international events
- Manage administration tasks related to the HPP (order uniform, establish communication platforms, manage budget presented by the HPD, etc)
- Complete weekly timesheet and monthly reports
- Meet virtually on a regular basis with the High-Performance Director
- Report to the High-Performance Director and the Board of Directors on a regular basis, as established by the High-Performance Director

PERSONAL CHARACTERISTICS:

- Initiative and self-motivation
- Ability to communicate clearly in all organizational directions
- Well organized with a strong attention to details
- Excellent interpersonal skills
- Calm and professional demeanor under pressure
- Ability to see and understand different perspectives
- Ability to think innovatively, strategically, and critically, with proven problem-solving skills, excellent judgment, and comfortable working in a changing environment
- Ability to see the sport from a National lens, be aware of personal bias and act in the best interest of all CEC stakeholders
- Must be a strong team player, willing to be an engaged contributor to the CEC team with a positive and professional approach

QUALIFICATIONS AND EXPERIENCE

- Superior knowledge of Competition Climbing Rules/ Strategies and Training Methodologies
- 5+ years' experience in a Head or Lead Coaching Role with PTSO or Club Competitive Program:
 - o Experience preparing athletes for high level competition (national or above)
 - o Experience Coaching All 3 disciplines (Boulder, Lead, Speed)
 - o Experience creating Yearly Training Plans, Competition Plans, Performance Tracking and Gap Analysis

- Registration with The Locker and completion of NCCP Multi-Sport trainings (candidate is expected to provide copy of their Certification Transcript)
- Knowledge of Long-Term Athlete Development framework considered a strong asset
- Bilingualism (English, French) with excellent spoken and written skills in both languages is an asset

COMPENSATION:

The CEC HPP Head Coach will be a contractual position with the CEC and will receive a compensation of \$25,000. CEC will cover expenses associated with attendance at Team activities and events, as approved by the High-Performance Director.

CONDITIONS:

Successful candidate is expected to work from home, and provide his/her own IT equipment. Workload will be variable, and candidate will be requested to provide timesheet and reports. It is estimated that hours will average 20 per week over the 11 months term.

Deadline for application is December 28th, 2020. Interested candidates must apply by email with a motivation letter, a professional resume, and a climbing-specific resume, sent to:

Andrew Wilson,
High-Performance Director, Climbing Escalade Canada
hpdc@climbingcanada.ca