

*Canada Artistic Swimming is inviting applications for*

## **Coaching positions for the 2026 Junior National Team Program**

### **Tentative Program Schedule (subject to change):**

1. Evaluation of athlete video submissions for **Phase 1** selection - September 2025
2. Participation in National Team Centre of Excellence Selection Camp / **Phase 2 Junior National Selection Camp** - October 28 - November 1, 2025
3. January-March 2026 - JW 2026 Monitoring as led by Head Coach (including a possible camp in January)
4. **In-Person 1 Day Camp** before the National Qualifier for final selection phase (part 1) - March 2026
5. **In-Person 1 Day Camp** after the Canadian Championships for final selection phase (Part 2) - May 2026
6. **Junior National Team Training Camp** - Summer 2026
7. **2026 World Aquatics Junior Artistic Swimming Championships** (Date and Location TBA)

CAS will select a maximum of 2 coaches to lead the program.

To apply, please send a cover letter and your coaching resume to [Stéphane Côté](#), Chief Operations Officer specifying why you would like to be selected and which skills you bring to this opportunity.

Applications are due by **August 31, 2025**.

If you have any questions regarding the National Team Coaching Program, please contact Stéphane Côté at [stephane@artisticswimming.ca](mailto:stephane@artisticswimming.ca)

A handwritten signature in blue ink, appearing to read "S Côté".

STÉPHANE CÔTÉ  
Chief Operating Officer

## **CORE COMPETENCIES:**

- Displays excellence and inspires excellence in others, ensuring quality and accuracy in raising the standards for delivery of Canada Artistic Swimming's National Team programs. Seeks to achieve world-class levels of professionalism, technical delivery and quality standards.
- Demonstrated ability to work in a cohesive, unified coaching team, working towards a common goal.
- Demonstrated evidence of excellent planning abilities, interpersonal and communication skills, management and organizational skills and an ability to motivate and inspire others.
- Demonstrated ability to create an environment that supports athlete success and provides a meaningful competitive experience for all athletes.
- Demonstrated professional behaviour and respectful communication.
- Demonstrated understanding and success with routine development in the World Aquatics Artistic Swimming rules
- Evidence of a comprehensive understanding of all stages of Canada Artistic Swimming's Long-Term Athlete Development Framework.
- Evidence of a coaching philosophy that complements and supports Canada Artistic Swimming's Long-Term Athlete Development Plan, Gold Medal Profile and Podium Pathway.
- Demonstrated ability in using creative approaches that challenge traditional artistic swimming technical and training assumptions.
- Demonstrated commitment to the application of sport science from physiological to technical and tactical perspectives.
- Demonstrated ability to establish and use tools and processes to evaluate and communicate ongoing with athletes about their performance in the daily training environment and competition.
- Is "leading edge" and innovative, continually looking for opportunities to advance Canada on the international stage.
- Has a comprehensive understanding of international standards at the Junior level including the development of routines that will give Canada an opportunity to be successful at the 2026 Junior World Artistic Swimming Championships.
- Demonstrated evidence of the ability to coach and provide athlete feedback that results in individual athlete, duet and team improvement.
- Represent Canada Artistic Swimming, its athletes, staff, volunteers and sponsors in a positive and professional manner at all times.
- The ability to coach effectively in English and French is an asset.

### **QUALIFICATIONS, EXPERIENCE & KEY SKILLS:**

- Minimum Artistic Swimming specific NCCP Competition Development certified.
- University degree in kinesiology, physical education, sport management/business or a sports science related discipline or a Graduate Certificate/Program in High Performance Coaching & Technical Leadership is an asset.
- Successful completion of the Respect in Sport Activity Leader/Coach Program (must be completed before applying).
- CAS UCCMS participant with CCES Canadian Safe Sport Program consent form required.
- Vulnerable Persons Criminal Record check completed in the last two years.
- A strong understanding of the World Aquatics Artistic Swimming rules
- Demonstrated understanding of the principles of LTAD in developing high performance athletes.
- Proven ability working with a team of athletes who have achieved excellence in their results.
- Strong written, verbal and listening communication skills; with excellent interpersonal and multidisciplinary project skills.
- Excellence in organizational management with the ability to coach staff, manage and develop high-performance teams, set and achieve objectives and manage a budget.
- Demonstrated ability to be a critical thinker and reflective coach.
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of stakeholders, a persuasive negotiator able to achieve consensus among varying opinions.
- Action oriented, adaptable and innovative.
- Passion, integrity, positive attitude, mission-driven, and self-directed.
- Ability to work effectively in collaboration with diverse groups of people.

### **ADDITIONAL JOB REQUIREMENTS:**

- Performs the duties stated as a responsible employee of the Organization observing and supporting all policies and procedures as set by the Board of Directors.
- Represents the vision, mission and values of Canada Artistic Swimming, and conducts oneself according to ethical standards generally accepted in business.
- Ability to travel as required in order to meet the needs of the position.
- Ability to work overtime as required in order to meet fluctuating needs in a timely manner.