

Canada Artistic Swimming is looking for a

Senior National Team Assistant Coach

Location: National Training Centre, Montréal, QC

Reports to: Senior National Team Lead Coach

OVERVIEW

Reporting to the Senior National Team Lead Coach, the Senior National Team Assistant Coach is a member of a support team of coaches, experts, and science and sport medicine professionals who collectively work to ensure that the organization's high-performance plans are implemented to achieve expected program objectives.

This dynamic individual contributes to establishing a high-performance culture of excellence and to motivating and inspiring Senior National Team Program athletes to develop and excel within the established team culture. They are responsible for the execution of the Senior National Team Program – a world leading daily training environment and a competition plan for Canada that is capable of producing international artistic swimming senior-level athletes, teams, and duets with the potential for podium finishes in major international competitions.

REQUIRED CORE COMPETENCIES ; COACHING EXCELLENCE PROFILE

Professional Leadership

- Demonstrated ability to lead with words and actions that are governed by personal integrity, ethics, and values that reflect the highest standards of the coaching profession and the organization
- Evidence they always demonstrate through words and actions the principles of the Canada Artistic Swimming's Conduct Policy
- Demonstrated ability to positively contribute to a daily training and competition environment that challenges athletes to be their best in an environment that is respectful, safe and free from abuse and harassment in any form

Collaborative Relationships

- Demonstrated ability to work collaboratively with all stakeholders in a positive and respectful manner
- Values the principles of diversity and inclusion

Effective Communication

- Demonstrated evidence of the ability to provide athlete feedback that results in individual athlete, duet and team improvement
- Possesses the ability to motivate and inspire athletes
- Demonstrated evidence they always respect confidentiality
- Ability to create an inclusive, trusting and welcoming environment through verbal and non-verbal communication

Functional Excellence

- 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 to create an environment that supports athlete success and provides a meaningful training and competitive experience for all athletes
- Has a comprehensive understanding of international standards required for success at the senior level
- Demonstrated evidence of the ability to use the World Aquatics Artistic Swimming Manual for Judges, Coaches & Referees as a coaching resource
- Demonstrated ability in using creative approaches that challenge traditional artistic swimming technical and training assumptions
- Demonstrated ability to execute yearly training plans that support athlete development and meet program objectives

Experiential Wisdom

- Experience with the successful application of sport science, sport medicine and technology to improve performance and advance Canadian artistic swimming in the physiological, technical, tactical and artistic areas of performance

Life-Long Learner

- Commitment to continuous improvement and the belief we can always be better
- Seeks out every opportunity to gain more knowledge, improve or add new skills, expand expertise/experience
- Is generous with knowledge - openly shares what they know because they understand the value of learning through connecting with others

SPECIFIC RESPONSIBILITIES

Coaching & Athlete Development

- Support the Lead Coach in planning and implementing daily training programs for the senior national team.
- Provide specialized coaching in key areas such as acrobatics, technical elements, synchronization, drills, and skill development.
- Collaborate in the development of routines, choreography, and training plans under the direction of the Lead Coach.
- Offer consistent feedback to athletes to enhance individual skills and overall team performance.
- Support dryland, strength, flex and conditioning programming as required.

Program Support

- Assist in establishing and monitoring team objectives and performance indicators.
- Contribute to the implementation of Canada Artistic Swimming's Code of Conduct in daily training.
- Maintain regular communication with athletes, coaches, and staff in support of individual and team goals.
- Assist with athlete evaluations and contribute to the selection process for teams representing Canada at international events.
- Help ensure team culture and behavioural standards are respected.

Competition & Event Preparation

- Support the competition plan and logistics established by the Lead Coach.
- Assist with routine refinement, analysis, and preparation for World Cups, World Championships, Pan American Games, and the Olympic Games.
- Attend and support athletes at domestic and international competitions as assigned.

Administration & Reporting

- Document training plans, session notes, and athlete progress under the direction of the Lead Coach.
- Contribute to post-event reports and technical debriefs.
- Maintain records within Canada Artistic Swimming's systems and processes.
- Represent Canada Artistic Swimming in a professional manner with athletes, families, and stakeholders.

QUALIFICATIONS, EXPERIENCE AND KEY SKILLS

- University degree or college diploma in Physical Education, Sport Science, or a related field is an asset.
- Minimum NCCP Level 3 (Competition Development) in artistic swimming or international equivalent (working toward Level 4 considered an asset).
- Successful completion of the NCCP Safe Sport Program.
- UCCMS participant in Canadian Safe Sport Program, including training and signature of the CCES consent form.
- Vulnerable Sector Criminal Record Check completed within the last two years.
- Current National Lifeguard Certification or equivalent international standard.
- Evidence of high-performance coach experience, ideally with a successful track record of coaching at the international level including proven ability working with a team of athletes who have achieved excellence in their results
- Exceptional artistic swimming technical and analytical skills. Proven ability to develop international level competencies/training standards for senior level athletes
- Strong written, verbal and listening communication skills; with excellent interpersonal and multidisciplinary project skills
- Demonstrated administrative and organizational skills, including time management
- Demonstrated computer literacy and use of current technology, including Microsoft Office 365, Google Drive, Dropbox, video and coaching software
- Demonstrated ability to follow established processes, policies and procedures
- La capacité à travailler de manière efficace en anglais et en français is an asset.

APPLICATION PROCESS

To apply, please email your cover letter and resume to stephane@artisticswimming.ca with "Senior National Team Assistant Coach" in the subject line by **October 25, 2025**.

Only shortlisted candidates will be contacted. CAS is committed to diversity and inclusivity and encourages applications from all qualified individuals.

About Canada Artistic Swimming

Canada Artistic Swimming (CAS) is the national governing body for the sport of artistic swimming in Canada, responsible for fostering and developing artistic swimming at all levels. CAS is committed to be a World leading nation in Artistic Swimming and to inspire and support all participants to realize their dreams in artistic swimming. With a focus on building a culture of excellence with the values of collaboration, respect, excellence and safety, CAS aims to empower the Canadian style of winning. Our team of professionals works to uphold the highest standards, both in and out of the pool, in alignment with CAS's strategic objectives.