



## 2019 YOUTH (13-15) NATIONAL TEAM COACHING STAFF

Canada Artistic Swimming (CAS) is seeking coaches who are highly motivated, with high personal and professional standards to apply for Head Coach and Assistant Coach positions for our 2019 13-15 National Team that will compete in the 2019 FINA Artistic Swimming Youth World Championships.

The minimum time commitments required, including ongoing planning, conference calls, meetings and athlete monitoring, are:

June 5-6	Coach Development Sessions, Planning Meetings (Montreal)
June 6-14	Selection Camp, Montreal, INSQ
July 24 - August 20	Preparation camp, (Location TBD)
August 21-25	Pre-Camp, Slovakia (Camp location TBD)
August 26 -Sept. 1	FINA Youth Artistic Swimming Championships, Samourin, SVK
September 2	Travel home

All dates subject to change pending confirmed camp locations

### CORE COMPETENCIES

- Demonstrated ability to work in a cohesive, unified coaching team, working towards a common goal
- 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
- Evidence of a comprehensive understanding of all stages of Canada Artistic Swimming's Long-Term Athlete Development model
- Evidence of a coaching philosophy that complements and supports Canada Artistic Swimming's Canada's Long-Term Athlete Development Model,
- 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 13-15 level including the development of routines that will give Canada an opportunity to be successful at the 2019 FINA Artistic Swimming Youth World Championships
- Demonstrated ability to teach figures at the 13-15 international level
- Demonstrated ability to correct and teach athletes in an inclusive and positive manner
- Displays excellence and inspires excellence in others, ensuring quality and accuracy, raising the standards for delivery of the National 13-15 Program

- Represent Canada Artistic Swimming, its athletes, staff, volunteers and sponsors in a positive and professional manner at all times
- La capacité à travailler de manière efficace en anglais ET en français is an asset

### **SPECIFIC DUTIES**

- Fairly evaluate and select a group of athletes that will form a high-functioning team and give Canada the best chance for success in this inaugural World Championships
- Contribute to the development of the overall plan for the 13-15 Program: program schedule, logistics, budget, selection camp content
- Plan and execute the daily training and competitive activities of the athletes integrating the following four components; physiology, psychology, technical and tactical (choreography)
- Establish and execute a performance appraisal process
- Maintain regular and positive communication with the athletes, working with them to achieve both their individual and team goals
- Ensure Canada Artistic Swimming athletes are well prepared and professionally represent Canada Artistic Swimming and our high-performance program both domestically and internationally
- Ensure that standards for individuals and team behavior are implemented as per policies and guidelines, and communicate this information to athletes/parents and team personnel
- Understand and demonstrate the principles of the Canada Artistic Swimming's Conduct Policy on a daily basis

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

- NCCP Competition Development certified in artistic swimming and be a registered member in good standing with their provincial artistic swimming association and CAS
- University degree in kinesiology, physical education, sport management/business or sports science related discipline (Graduate Certificate in High Performance Coaching & Technical Leadership (HPC & TL) an asset
- Successful completion of the Respect in Sport Activity Leader/Coach Program in the last 24 months
- Successful completion of the NCCP Making Ethical Decisions
- Vulnerable Persons Criminal Record check completed in the last 24 months
- Proven ability working with a team of athletes who have achieved excellence and have performed to their potential
- 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 Association 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.
- Current lifeguard certification
- Ability to work overtime as required in order to meet fluctuating needs in a timely manner.

## APPLICATION PROCESS AND TIMELINES

April 10	Call for coach applications
April 24	Deadline to apply
April 24-26	Review of Applications
April 29	Head Coach Selection
April 30-May 4	Assistant Coach Interviews (with the Head Coach)
May 8	Assistant Coach Selection

Remuneration is in the form of an honorarium.

Apply in confidence by sending your resume (a cover letter is not required), answers to the 2 questions (see below) and the information listed below: [highperformance@artisticsswimming.ca](mailto:highperformance@artisticsswimming.ca) no later than **April 24, 2019, 23:59 EDT**. Please indicate the position you are applying for in the subject line.

Your resume must include the following information:

### Section One

- Personal contact info
- 2018-2019 coaching situation (where, your role, the level of the athletes, the routines you are coaching, the number and role of any coaches you are working with)
- Your NCCP certification information (please include your NCCP #)
- Your lifeguard certification information
- Any additional courses or professional development you have taken
- The languages you speak

### Section Two

- Your domestic coaching resume (Club Teams)
  - Start with most recent coaching position
  - What was your role?

### Section Three

- Your high-performance coaching resume (Provincial teams, National teams)
  - Start with most recent
  - What was your role?

### Section Four

- Your coaching philosophy (no more than 100 words)

Please answer the following two questions and include them with your resume.

- 1 When evaluating Canada against the rest of the world, what are 3-5 keys to success (difference makers) for Canada at the 2019 FINA Artistic Swimming Youth World Championships.
- 2 How do you define success for your athletes?