



Canada Artistic Swimming is inviting applications for coaching positions for the 2019-2020 Junior National Team Program.

The following coaching opportunities are available:

- Camp Coaches - December Evaluation Camp
- Camp Coaches - January & February Regional Camps
- Camp Coaches - Junior Worlds Team Selection Camp
- *Junior National Team Coaching Staff

**In order to be considered for selection to the Junior National Team Staff, an applicant must be available for all camps & competitions*

Tentative Program Schedule (subject to change):

1. December Evaluation Camp (Objective is to select a National Junior Athlete Pool)
 - December 16, 2019 15:00-20:30 Coach Professional Development Session
 - December 17, 2019 9:00-15:00 Coach Professional Development Session & Final Camp Planning Meeting with Coaches
 - December 17-22, 2019 Evaluation Camp (Athletes arrive Dec. 17)
2. January & February 2020 (for the National Junior Athlete Pool)
 - Regional Camps, dates and locations TBD
 - Choreography & Skill Development
3. Junior Worlds Team Selection Camp (May 30 - June 7, 2020)
 - Montreal, INSQ
 - Up to 10 athletes selected
4. Preparation Camp #1 (July 11-31, 2020)
5. Preparation Camp #2 (August 4-23, 2020)
6. FINA Junior World Championships - Canada (August 24-30, 2020)
7. Ongoing planning, conference calls, meetings, athlete monitoring



CORE COMPETENCIES:

- Displays excellence and inspires excellence in others, ensuring quality and accuracy 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.
- 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 2020 FINA 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).
- Vulnerable Persons Criminal Record check completed in the last two years.



- 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.

APPLICATION PROCESS AND TIMELINES:

August 12, 2019	Call for coach applications
September 27, 2019	Deadline to submit resume and tasks (a cover letter is not required)
October 18, 2019	Coaches selected for the December, January and February camps
December 16-22, 2019	Practical Evaluation at December Camp for those coaches who have applied to be on the Junior National Team Staff
December 23-24, 2019	Junior National Team Coaching Staff Selected
January 6, 2020	Junior National Team Coaching Staff Announcement

Apply in confidence indicating which position (s) you are applying for, with your resume (a cover letter is not required) and completed tasks by **September 27, 2019, 23:59 EDT** to highperformance@artisticswimming.ca



RESUME FORMAT:

Section One:

- Personal contact info
- 2019-2020 coaching situation (where you are coaching, your role, the level of the athletes, the routines you are coaching, the number and role of any coaches you are working with that report to you)
- Your NCCP certification information (please include your NCCP #)
- Your lifeguard certification certificate
- The languages you speak
- When you completed the "Respect in Sport"

Section Two:

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

Section Three:

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

Section Four

- Letter of support for your application from the province you are registered in for the 2019-2020 season

TASKS TO BE SUBMITTED WITH YOUR RESUME:

For coaches applying to the Junior National Team Coaching Staff:

1. What is your top 5 to 10 list of focus areas required for success for Canada's Junior National Team at the 2020 FINA Junior World Championships?
2. The key to success is having a "high functioning team" for the staff (coaches, staff, IST). Briefly describe the key skills and character traits that are required to be a contributing member of a team staff.
3. Technical elements and artistic impression are two gaps for Canada. How would you close those gaps in the time available for this program? The answer cannot include adding more time to the program, but it can include "training" that athletes do away from the scheduled national team camps.
4. Provide real-life examples of how you in your coaching role embrace Canada Artistic Swimming's core values everyday.



5. Why should Canada Artistic Swimming select you for the role you have applied for? How will you positively contribute to the Junior Program and artistic swimming in Canada?

For coaches applying to be a coach at a camp:

1. What skills and experiences do you have that will contribute to creating a positive environment and a meaningful camp experience for all athletes?
2. What are your three top areas of expertise?
3. Provide real-life examples of how you in your coaching role embrace Canada Artistic Swimming's core values everyday.
4. Why should Canada Artistic Swimming select you for the role you have applied for? What contribution will you make to the Junior Program and artistic swimming in Canada?

Please ensure you have submitted a complete application. ***Incomplete or late applications will not be accepted***

Application Checklist:

- You have indicated the position you are applying for in your email

Resume:

- Complete Contact info (name, address, email, phone number)
- 2019-2020 Coaching Role
- NCCP Competition Development Certified
- NCCP #
- Lifeguard Certification
- Languages spoken and written
- Respect in Sport Completion Date
- Domestic Coaching Experience
- High Performance Coach Experience
- PSO Letter of Support

Tasks - Junior National Team Staff:

- Question 1
- Question 2
- Question 3
- Question 4
- Question 5

Tasks- Camp Staff

- Question 1
- Question 2
- Question 3
- Question 4