



## High Performance Manager

**The Opportunity:** BC Artistic Swimming (BCAS) is the governing body for artistic swimming in British Columbia and a grassroots organization of passionate people who committed to growing our sport. Supporting athletes of all ages and abilities is critical for the growth of artistic swimming in BC and was the motivation to organize BCAS under three equal pillars: Operations, High Performance, and Sport Development. Under this structure, with exceptional professional leadership and expert advisory committees for each pillar, BCAS supports all members, communities, and programs in BC.

The High Performance Manager presents an opportunity for a dynamic leader to spearhead the organization's high performance programs and activities. Reporting to the Executive Director and working collaborative with the BCAS staff and membership, the High Performance Manager will play a pivotal role in shaping artistic swimming's high performance pathway in BC, creating opportunities for athletes to achieve their provincial, national and international aspirations.

The ideal candidate has NCCP Competition Development certification or higher with experience leading high performance programming. Strong technical knowledge of artistic swimming, and the sport's new rules and judging system will be considered an asset. The role requires a solid leader who understands high performance pathways in BC and Canada with a strong understanding of the Canadian LTAD model and its application to artistic swimming. The successful candidate will be able to demonstrate their capacity to work with multiple stakeholders who may have competing priorities and success in achieving consensus and working in partnership with groups of diverse personalities.

This is a part-time position with an expected commitment of approximately 8-10 days per month which fluctuates depending on the time of year and program requirements. The successful candidate will work remotely from their home and be required to attend provincial events, camps, and activities as appropriate to fulfill the expectations of this position. Given the remote nature of this position, it is of paramount importance that there is strong communication with the Executive Director, other BCAS staff and the BCAS membership.

**Summary:** The High Performance Manager will provide leadership for the province's high performance program – the Ignite Provincial Program – by supporting prospective, targeted, and selected athletes in their drive for the Canadian Championships, Canada Summer Games success, and selection to National Teams. The primary responsibilities are to manage, activate, and evaluate the BCAS High Performance Plan to achieve high performance targets outlined in the BCAS Strategic Plan. The Ignite Provincial Program's primary objective is to identify, train and support targeted and developing athletes and their coaches.

**Accountability:** The High Performance Manager reports to the Executive Director and works collaboratively with BCAS leaders, the Ignite Coaching Team, HP Consultants, and the Integrated Support Team to implement the Ignite Provincial Program. The High Performance Manager also provides ongoing advice and support to the Board of Directors to inform their decision making in relation to high performance matters and strategic priorities. As appropriate, the High Performance Manager works collaboratively with various technical leaders and committees to set priorities, develop policies and guidelines, and solve issues that arise.



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## Key Deliverables:

### Organizational Development

- ✦ Activate the BCAS Strategic Plan key performance indicators as they relate to high performance.
- ✦ Collaborate with the Coaches Working Group (NS Club Head Coaches) to develop a quadrennial High Performance Plan.
- ✦ Manage, maintain and execute the Ignite Provincial Program in consultation with national stream clubs, as appropriate, and ensuring alignment with the national pathway whenever possible.
- ✦ Implement the vision and mission of BCAS as it relates to high performance programming with key strategies such as True Sport, Responsible Coaching Movement, and Safe Sport.
- ✦ Regularly report to the Executive Director and Board of Directors on Strategic Plan and High Performance Plan outcomes and tactics.
- ✦ Support the development of the provincial competition structure for National Stream, ensuring alignment with the national competition framework and proper athlete periodization.
- ✦ Develop and deliver technical conference and professional development sessions for coaches and athletes, as requested and appropriate.
- ✦ Ensure alignment of provincial high performance programs with Canada Artistic Swimming's high performance training and selection system to give athletes the best opportunity for success.
- ✦ In collaboration with the Executive Director:
  - ✦ fulfill annual reporting requirements established by funders and partners (e.g. viaSport, Canada Artistic Swimming and BC Gaming Branch).
  - ✦ develop, monitor and manage the high performance budget.
- ✦ Foster effective communication through BCAS events, website, social media, committees, reports, newsletter, and roundtable discussions.
- ✦ Create and nurture a safe sport environment for all provincial program participants.
- ✦ Work with the BC Staff and Board of Directors to cultivate positive and professional relationships and communications with member clubs and their coaches, particularly National Stream coaches.

### Athlete Development

#### Train to Train & Train to Compete

- ✦ Design and coordinate Ignite Provincial Program in collaboration and consultation with the Coaches Working Group.
- ✦ Develop and implement a provincial talent identification process and selection criteria for the Ignite Provincial Program – Team BC/Team BC Athlete Pool, Next Gen and Prospects.
- ✦ Coordinate the selection of Ignite Program athletes.
- ✦ Plan and coordinate the Ignite Provincial Program training camps and support coaches in program delivery, as needed.
- ✦ Support and participate in regular evaluations of provincial high performance programs.
- ✦ Consult, collaborate with and contract experts to develop, adopt and implement sport science, research, and integrated sport team best practices to improve technical and tactical performance.
- ✦ Update and revise athlete performance monitoring tools and develop a system for reporting and using the data for evaluation, as appropriate.
- ✦ Consult, collaborate, and liaise with club coaches and Canada Artistic Swimming staff in relation to the identification of BC athletes for National Teams.
- ✦ Develop and implement education and training initiatives, curriculum, and programming to support the ethical literacy of provincial program athletes and their families.

- ✦ Work with the Executive Director and CSI Pacific to monitor, update and implement the Targeted Athlete Program, including the annual review of the program criteria and identification of eligible athletes.

### **Coach Development**

- ✦ Participate in human resources processes, as needed, as it relates to establishing the Ignite Coaching Team.
- ✦ Support Ignite Provincial Program and National Stream coaches in accessing suitable professional development and mentorship opportunities with a focus on safe sport and positive coaching strategies.
- ✦ Consult with National Stream coaches to identify education and professional development needs and develop a plan to deliver sessions and training.
- ✦ Provide support and guidance, as appropriate, to the personal coaches of BC athletes attending national team trials and/or named to national teams.
- ✦ Work with the Executive Director and CSI Pacific to establish annual Targeted Coach Program Criteria and identify eligible coaches.

### **Sport Development**

- ✦ Consult with and support the Sport Development Manager in developing initiatives which include, but are not limited to, LTAD skills testing, the regional coach program, BC Games, membership growth initiatives.

*Note: This description of responsibilities and accountabilities is intended to indicate the kind of tasks required of the position. It does not limit or exclude other duties not mentioned here, however required for the successful completion of various projects as directed by the Executive Director.*

### **Contact Information:**

For further information, please contact Mandy Curtis at [president@bcartisticswimming.ca](mailto:president@bcartisticswimming.ca).