

**ROWING CANADA AVIRON  
JOB DESCRIPTION**

**COACH AND ATHLETE DEVELOPMENT LEADER**

---

<b>1.0 DESCRIPTION</b>	Coach and Athlete Development Leader
<b>1.1 ORGANIZATION:</b>	Canadian Amateur Rowing Association (Rowing Canada Aviron)
<b>1.2 TITLE:</b>	Coach and Athlete Development Leader
<b>1.3 JOB CATEGORY &amp; NATURE OF POSITION:</b>	Full time professional
<b>1.4 IMMEDIATE SUPERVISOR:</b>	High Performance Director

**2.0 RESPONSIBILITIES AND DUTIES**

**2.1 GENERAL**

Under the direction of RCA's High Performance Director (HPD), the Coach and Athlete Development Leader shall be responsible for the overall High Performance Development strategy and implementation. This position is an integral part of RCA's High Performance mandate to ensure ongoing success at Senior World Championships and Olympic Games.

Rowing is a leading sport within Canada's summer sport system. The ability to remain successful at the Senior international level is dependant on having quality athletes who are properly trained. The Coach and Athlete Development Leader will be responsible for developing a proper nationwide athlete and coach development program, including talent identification, implementation of High Performance Development Centres and Clubs. The individual will work closely with RCA National Development Coaches to ensure success at the junior and Under 23 level.

The individual will work out of the RCA National Office in Victoria. There will be a considerable amount of travel and field time required for this position.

The Coach/Athlete Development Leader will have Level 4 certification or its equivalent, or be progressing towards completion of Level 4, as recognized by RCA and the Coaching Association of Canada. The Coach/Athlete Development Leader will have a demonstrated record of success at the club and international level and a minimum of 5 years of rowing coaching experience.

The Coach/Athlete Development Leader shall comply with any and all RCA codes of conduct that relate to his/her activities.

## **2.2 SPECIFIC**

### **A. Athlete Development**

1. Assist the HPD and RCA's National Development Coach(es), Provinces and others with the creation and implementation of a nation wide talent identification system, e.g., regional scouting, clinics, camps for both able bodied and adaptive rowing
2. Assist the HPD, National Development Coach(es) and other assigned RCA staff to develop and implement a National High Performance Development Strategy, including the potential creation of High Performance Development Centres, High Performance Development Clubs, and the continuing building of US University relationships, for both able bodied and adaptive rowing.
3. Provide input and support to developing rowers, and coaches in the high performance system by visitations, clinics, camps, etc.
4. Develop and implement a comprehensive athlete monitoring system to effectively monitor the progress of athletes with the High Performance development program. The battery of tests used to monitor athletic performance of HP development athletes shall be determined with input with RCA HP assigned physiologists and other IST staff/consultants
5. Assist club coaches with effective delivery of a high performance program for athletes within the club network
6. Ensure appropriate files on athlete training, competition results and monitoring of progress are kept as required, including assisting in the creation of the RCA athlete database
7. Work with the HPD in providing a continuous and progressive athlete centered high performance environment

### **B. Coaching Development**

1. Assist the HPD and other technical staff in the development and implementation of a national coaching philosophy to complement the Long Term Athlete Development Model.
2. Act as a resource person in matters relating to advanced coaching education programs and advanced coaching education, working closely with the RCA Director of Coach Education and participating in the design and development of the Annual RCA Coaches Conference and other programs
3. Working and mentoring with RCA assigned coaches to the High Performance Development Centres, Clubs or University partnership programs to the levels required for high performance coaching, through monitoring and evaluation against key performance indicators at the request of the HPD.

4. Provide a minimum of 12 days of development work with Rowing Canada's constituent members per calendar year through the provision of clinics, camps, speaking engagements at coaching clinics, conferences, etc.
5. Work with assigned coaches at the High Performance Centre to provide an effective development program for coaches and athletes to ensure an ongoing succession of athletes and properly trained coaches to the Senior level.

**C. Under 23 and Junior Team National Teams**

1. Provide support to the Under 23 and Junior Programs as directed by the National Team Manager and/or High Performance Director.

**D. Sport Science, Medical and Technical Research (Integrated Support Team)**

1. Work with the HPD to ensure that the Sport Science, Medical, and Technical Research needs of the Under 23 and Junior National Teams are met.
2. Assist the HPD with planning, implementation and monitoring of the athlete assessment and testing programs.
3. Develop and/or assist in the development of proposals for applied sport research for the Integrated Support Team, and to assist in the delivery of the accepted proposals

**E. Administration**

1. Assist in the delivery of the national ergometer monitoring program including preparation of reports, etc as required.
2. Prepare, on request of the HPD, work plans, reports and other documents as required.
3. Be the primary staff contact in the organization and management of the annual coaches conferences.
4. Prepare annual plans and budgets and on an ongoing basis, effectively manage the resources allocated to these programs and maximizing these for the benefit of the Athletes and Coaches in the Development stream.

**3. Degrees of Supervision**

The Coach/Athlete Development Leader shall consult regularly with RCA's HPD regarding all HP Development program activities. It is expected that frequent communication will also occur with the Vice-President High Performance and the Executive Director. The Coach/Athlete Development Leader will work closely with assigned HP Development Coaches and the National Team Manager.

The individual shall be responsible to and evaluated by RCA's HPD.

#### **4. Power of Decision**

The Coach/Athlete Development Leader shall participate in meetings specific to the job requirements and will be responsible to make recommendations where necessary. The individual will have sufficient authority to act in the daily management of program areas in accordance with the policies, programs and budget. Beyond these limits, the individual is required to have decisions approved by the HPD.

#### **5. Key Performance Indicators**

- a. The development and implementation of a systematic nationwide talent identification programme that can be sustained and delivers a consistent number of promising athletes into the high performance stream
- b. Number of athletes identified through the Talent Identification system who remain in the sport at the HP Centres or Clubs
- c. The quality of the infrastructure developed for the High Performance Development Centres and Clubs to ensure a high performance training environment for future senior team candidates;
- d. Success of the Junior and Under 23 National programs;
- e. The number of athletes in the adaptive HP pool
- f. Incorporation of leading edge approaches to coaching, sports science and sports medicine initiatives;
- g. Manage the operations of the HP Development Program so that it is able to deliver program objectives in accordance with the designated budget.
- h. Number of athletes identified and trained through the HP Development system who are successful at the international level.
- i. Number of Canadian trained coaches who successfully prepare crews/athletes for the international level and are chosen to be part of the Senior coaching staff.