



**Title:** Head Coach

**Location:** Cascades Club, Chelsea, QC

**Schedule and Duration:** Full-time, year-round position.

**Salary:** Commensurate with experience.

The Cascades Club is a community social and sport club with a strong sprint canoe-kayak program. Cascades' vision is to be a community club for families, community and champions. The Cascades Club Paddling Program strives to teach, inspire, and support athletes of all ages in an inclusive, fun, and challenging environment through the application of the Long Term Athlete Development Model. We believe that our role is to build a community in which paddlers of all ages and abilities can grow and succeed. Cascades is looking to hire a full-time Head Coach who has the ability to train our athletes at the highest level, while embracing our philosophy and developing our programs at all levels.

**Summary:** The Head Coach is responsible for the development and implementation of high performance and developmental paddling programs. The Head Coach will supervise and mentor the senior and junior coaches and work collaboratively to advance the Cascades Club's summer programs. The Head Coach will oversee all on-water activities including high performance and development paddling, dragon boating and summer camp.

Cascades is open to an individual with initiative, entrepreneurial nature and/or vision to develop programming and grow the Cascades community.

### **Roles and Responsibilities:**

#### **Coaching:**

- Work collaboratively with other coaches to develop and implement a yearly training plan (YTP) for all ages and levels;
- Monitor athlete development and adapt the training program according to each individual athlete's needs and goals;
- Engage athletes and inspire them to train and perform to the best of their abilities all while understanding their goals and motivation for participating;
- Support athletes in all aspects of development including nutrition, mental training, time management, proper preparation, and physical training;
- Attend all regattas in which athletes directly coached by him/her are competing;





- Where possible, attend regattas in which other age groups are competing to encourage athletes and support coaching staff;
- At all times, adhere to Cascades and CKC safety protocols, and reinforce these protocols with coaching staff and athletes;
- Seek opportunities for professional growth and development and attend CKC/CKQ coaching conferences where available;
- Design and implement all logistics for High Performance Training Camps
- In a timely manner, communicate training and regatta schedules to athletes and their parents.

#### **Administration:**

- Oversee the administration and implementation of all on-water activities at the club.
- With the assistance of the Summer Camp Director oversee the club's summer camp program and maintain its integration with the youth paddling programs
- In consultation with Treasurer, develop and manage budget pertaining to paddling programs;
- Manage and communicate with coaching staff in all paddling programs
- Manage and communicate regatta logistics and registrations.
- Manage application process for Canadian Summer Grants Program

#### **Management and Club Development:**

- Develop and adhere to long-term club vision to promote club development and ensure sustainability and viability of paddling programs;
- Manage the scheduling and content of all paddling programs and ensure their delivery in accordance with Cascades philosophies and LTAD principles;
- Work collaboratively with the Cascades Club Board, Paddling Committee, and coaches to determine annual competition and training schedules and ensure logistics are in place;
- Assist with the planning and running of paddling related club events;
- Work with Board program representatives to maintain relationships and ensure cohesiveness within club programming;
- Maintain external relationships with PSO and NSO to ensure the club's best interests and provide opportunities for the club and its athletes;
- Manage and mentor coaching staff and provide opportunities for professional development;





- Manage hiring processes for paddling and camp staff in consultation with the Summer Camp Director and the Paddling Committee;
- Coordinate and communicate information/reports to Paddling Committee and Cascades Club Board (e.g. monitoring and reporting on participation levels and budget);
- Oversee club boat and equipment inventory, including purchase of new equipment within established budget, and work with volunteers and coaching staff to ensure maintenance of club boats and other paddling equipment;
- Manage development and implementation of emergency procedures and protocols.

#### **Experience, Qualifications and Skills:**

- Extensive experience in coaching the sport of sprint canoe-kayak at a competitive level;
- Advanced knowledge of canoe and kayak technique and the ability to communicate this knowledge in an effective manner;
- Advanced knowledge of exercise physiology and scientific training principles;
- Minimum Competition Development certified or acceptable combination of training and experience;
- Highly organized, creative, positive, takes initiative and is solution-oriented in all situations;
- Strong leadership, time management, and communication skills;
- Knowledge of the Canadian Sport for Life Long Term Athlete Development model;
- Interest in club development and willingness to work with athletes at all levels;
- On or before starting date: Acceptable police record check, Canadian Red Cross Standard First-Aid and CPR/AED "C" or equivalent, Pleasure Craft Operator's Certification;
- Bilingualism (French and English) is an asset.

#### **To Apply:**

Deadline to apply is **Thursday December 3, 2020**

Please submit your resume and cover letter to **[commodorecascades@gmail.com](mailto:commodorecascades@gmail.com)**

