

Biathlon Coach **Job Description**

Caledonia Nordic Ski Club (“CNSC”) is an organization of over 1,400 members in Prince George, British Columbia and has a large enrolment in skier development programs. Club athletes compete and medal in biathlon and cross-country Provincial and regional competitions, NORAM events and National Championships. They have also represented Canada at high-level events such as the World Youth Junior Championships. As the Biathlon Coach, you will lead volunteer coaches in the implementation of the Biathlon Canada Long Term Athlete Development Model (“LTAD”) through program development, support and involvement. Our club mandate is to provide programming for the continual improvement of skiers and biathletes from introduction to national excellence, for all ages and abilities.

CNSC is unique in its proximity to the city of Prince George, with the University of Northern British Columbia and the College of New Caledonia campuses located within a 15-minute drive of the Otway Nordic Centre, which is operated by CNSC. The club is working strategically to attract nordic athletes, aged 18 to 30, to Prince George to study and train.

This position works collaboratively with and reports to the CNSC Head Coach (“Head Coach”), who reports to the General Manager.

Specific Accountabilities:

Personal Development

- Implement a personal development plan to become certified at the National Coaching Certification Program (“NCCP”) Biathlon Canada – Competition Development coach level, or equivalent, within a maximum of two years.
<http://www.biathloncanada.ca/main.php?p=3834&lan=1>
- Maintain a personal coaching career plan with continuous improvement and growth.

Program Development

- Work in a team environment with the Director of Programs, Head Coach, and volunteer leaders/coaches to align existing programs with the LTAD model, as well as develop new initiatives to expand existing programs and increase athlete and member retention, regardless of their ski or biathlon goals or abilities.

Athlete Development

- Work with the Head Coach to support athlete development with a specific emphasis on the biathlon program.



- Develop or oversee the development of annual training programs for biathletes. Actively recruit and coach athletes from the Learn to Train LTAD stage to the Learn to Compete LTAD stage.
- Develop and implement monthly training plans and review training logs for junior, senior, and youth biathletes.
- Assist the Head Coach with the delivery of dry-land and on-snow training programs for both the ski and biathlon programs.
- Lead in the development of specific biathlon training programs, in collaboration with the Head Coach.
- Work with volunteer coaches to provide race support for club athletes at regional, provincial and national events.
- Communicate with program participants or parents regarding program activities.

Coaching Development

- Lead the development of biathlon coaching capacity within the club to meet the needs of all athletes.
- Collaborate in the development of overall coaching plans for the club with the Head Coach, focusing on biathlon coach development. Contribute to the budgeting process to support these plans and oversee their implementation.
- Become a Biathlon Learning Facilitator to enable hands on training of volunteer coaches. Mentor volunteer coaches and assist them in building personal coaching development plans and personal training programs for athletes.
- Deliver technical ski and range sessions for volunteer coaches.

Administration

- Assist the LTAD Committee with annual operating plans for each program with budgets and measureable outcomes.
- Provide progress reports to the Head Coach and General Manager, as requested, and with respect to planned tasks, achievements and the status of biathlon programs.

Qualifications:

- Significant experience in biathlon as an athlete and/or coach.
- Familiar with the Biathlon Canada LTAD model.
- High-performance Nordic ski experience, a strong technical and academic training in sports, cross-country skiing and biathlon.
 - <http://www.biathloncanada.ca/main.php?p=3834&lan=1>
- Certified, at a minimum, NCCP Biathlon Canada-Competition Introduction coach level or equivalent training
 - Certified, at a minimum, Community Coaching (NCCP Cross-Country) or equivalent training.



- <http://www.cccski.com/Programs/Coaching-Development/National-Coaching-Certification-Program.aspx>
- Multiyear commitment to coaching and personal development plan endorsed by a sanctioning sport body to reach the Biathlon Canada – Competition Development coach level, or equivalent, within a two-year timeframe.
- Experienced and competent wax technician.
- Have own transportation to fulfil travel duties.
- Skills in basic computer applications such as MS Word, Excel, and PowerPoint.

Demonstrated Abilities:

- Good communication skills and the ability to work in a dynamic team environment.
- Good organizational and interpersonal skills.
- Motivated to work independently, take a leadership role, and able to work with minimal supervision.
- Ability to motivate, build trust, and gain the confidence of athletes.
- Demonstrates ethical qualities and works to instil the virtues of fair play and sportsmanship in all aspects of the program.
- Team focused.

Physical Requirements:

- Ability to work outdoors in variable weather conditions.
- Ability to stand for long periods of time.
- Ability to regularly lift 50lbs.

Conditions of Employment:

- Permanent, full time position has an annual salary that will be commensurate with experience and is negotiable based on qualifications and experience.
- Flexibility to work evenings and weekends as programs require. Average 40 hours/week.
- Possession of a vehicle and valid BC Drivers licence.
- Provision of a criminal records check.
- Willing to travel for races and camps (generally within, but not limited to BC).

