

## Highlands Trailblazers Head Coach Job Description

### Overview

Highlands Trailblazers (HTB) seeks a Head Coach for their competitive Nordic and biathlon racing programs starting in April 2020. He/she will create an training and racing environment which is positive, supportive; inclusive and conducive to the development of all HTB athletes; will deliver programming consistent with the Cross Country Canada and Biathlon Canada's Long Term Athlete Development models; and will deliver programs capable of supporting competitive performance at all stages of athlete development.

### 1.0 Roles:

- **Lead Coach for Comp Program**, composed of the Club's top competitive skiers and biathletes
- **Set Technical Direction** for all skiing programs in the club
- **Mentor, and where necessary assist, other HTB Lead Coaches** (paid and volunteer) in the planning and delivery of their programs
- **Communication**, working effectively with other HTB Coaches, athletes, parents volunteers and the HTB Board of Directors. Maintain a positive relationship and liaise with SOD, XCSO, Nordiq Canada, BiCan, and BiON in matters that pertain to HTB programming.
- **Working with the programme director on** coaching resources and equipment

### 2.0 Experience:

- A. Having demonstrated excellent technical skills as a ski/biathlon athlete
- B. Proven ability to coach competitive athletes, at the younger level (19 and under)
  - Certified, at a minimum, as Introduction to Competition (IC) or equivalent training, and ideally hold Comp Dev (Train to Compete) certification per [Nordiq Canada Development Programs](#) or [Biathlon Canada Coaching Development](#)

### 3.0 Skills:

#### i) Programming

- Ability to develop and deliver individual yearly training plans; meso cycle and micro cycle plan; and daily practice plans for athletes at a Train to Compete level

#### ii) Technical

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- Competence in waxing (glide and grip); equipment sizing, selection and fitting; video recording/analysis; race support;
- analysis, intervention and correction abilities with respect to skiing and shooting technique
- working knowledge and familiarity with strength training, nutrition, sport psychology/mental training and mobility
- Competition experience at the provincial or university level, or higher

#### iii) Leadership Skills

- Ability to work collaboratively with the team based on good communication & organization while being able to take initiative with minimal supervision.
- Ability to identify, engage, motivate, and gain the confidence of athletes and coaches

#### iv) Planning/Logistical/Reporting Skills

- ability to plan, budget and lead training and racing events/tours
- Ability to define key skill sets to be focused on by coaches at all program levels during key training program phases
- ability to prepare and deliver reports to the Board on a regular basis and at year end
- Ability to liaise with Board to define and identify improvements to all the Club's programs and associated coaching needs on an annual basis
- in conjunction with the HTB programme coordinator mentoring members of the broader coaching team to facilitate their development as coaches and the development of their programs

#### v) Other Skills and Certifications

- willingness to obtain an F class Driver's license
- Willingness to obtain a Firearms Possession Acquisition License (PAL)
- Vulnerable Sector Check required
- Emergency First Aid training

#### 5.0 Compensation:

Salary \$35,000 - \$50,000 per year depending on skills and experience.

To apply or for more information, contact:

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