

## **Job Description**

### **Head Biathlon Coach/Assistant Nordic Coach Highlands Trailblazers**

Highlands Trailblazers is expanding its Biathlon and Nordic Racing facilities/programs and is seeking a full time Head Biathlon Coach/Assistant Nordic Coach. Included in this expansion is the construction of a 10 lane .22 range which will make Highlands the only biathlon specific training facility in Ontario. The Head Biathlon Coach will be vital to the success of this exciting transition and will be key to the development of high performance athletes at Highlands and in the Province.

The individual will be part of a positive, professional and energetic integrated coaching and program delivery team, will lead the Biathlon program and will coach and inspire the high performance biathlon team. He/she will also assist the Club's Head Coach and assist in the coaching of the high performance Nordic team. The successful candidate will be mentored by the Club's Head Coach and the current Head Biathlon Coach. The position will be available at the start of the next training cycle May 2019.

### **Specific Responsibilities**

#### **1. Program Development**

- Working with the Head Coach, develop, communicate, monitor and modify as needed individual athlete training plans while focusing on athlete goals
- Build team training events (training camps, race campaigns, weekly training) to co-ordinate with individual athlete plans
- Create weekly and daily practice plans
- Review the Air Rifle programs created with the volunteer air rifle coaches and provide feedback, advice and technical assistance

#### **2. Working With Athletes**

- Plan and lead team and individual training/practice sessions either independently or with the Head Coach at Highlands and while away at other events
- Resource, organize, set up and tear down gear and equipment necessary to run practices
- Assess athlete technique. Provide technical instruction.
- Demonstrate technique
- Monitor athlete progress and health via conversation with athletes, observation and digital data (eg: Polar Flow)
- Provide seasonal monitoring reports specific to individual athletes
- Communicate with athletes and their parents

#### **3. Event Planning & Financial Management**

- Plan and develop budgets for Training Camps and Race Campaigns with the Head Coach and volunteer managers/club admin persons
- Make appropriate accommodation and travel reservations
- Maintain appropriate expense records and report same to managers and club admin persons

#### **4. Facility Management**

- Co-ordinate with the Resort Manager and the Head Coach access to Resort facilities such as trails, grooming, lodge and wax room
- Co-ordinate with the volunteer Air Rifle coaches access to the Air Rifle range
- Once the .22 range is operational, co-ordinate bookings of same, act as Range Safety Officer during training sessions, undertake minor maintenance range maintenance

#### **Desired Skills/Qualifications/Experience**

- Excellent communication skills
- Comfortable using digital media and management tools
- Minimum Biathlon Canada Community Gold Certified Coach and working on Introduction to Competition Certification OR CCC Competition Coaching: Introduction certified and working on Advanced
- F class Driver's license
- Firearms Possession Acquisition License (PAL) required
- Vulnerable Sector Check required
- Experience as a provincial level athlete in Nordic or Biathlon
- Experience coaching Training to Train or higher level Nordic racers and/or Biathletes
- Emergency First Aid training
- Flexibility to respond to athlete and program needs and changing weather/facility conditions
- Ability to work weekends
- Enthusiasm and passion for developing athletes to their full potential

#### **Remuneration**

- A starting salary of up to \$35,000 (commensurate with experience) will be paid to the successful candidate. Additional salary or bonuses may be considered depending on the candidate
- Candidates who are only able to commit to a part time position may be considered and if so the salary will be prorated accordingly

**Nordic Coaches who are committed to obtaining experience, training and certification in coaching biathlon are encouraged to apply.**

**Please send interest (along with resume) or questions to Richard Lemoine - Club President  
@ [rlemoine + lhgroup.com](mailto:rlemoine+lhgroup.com)**