

# Kawartha Nordic Job Notice



Kawartha Nordic is a cross-country ski club based in Peterborough, ON with a trail network located in North Kawartha. Founded in 1976, KN offers over 45km of classic ski trails, 25km of skate ski trails, 10km of snowshoe trails, and 2km of trails lit for night skiing, along with a long tradition of quality youth programs, events, races, and ski lessons. KN is a not-for-profit corporation with over 800 members and governed by a volunteer Board of Directors.

## Part-Time Head Coach Position

KN is seeking applications for a Head Coach to lead our Race Team, Coach U18/U16 athletes, and provide direction to all KN Youth & Racing Programs. This is a 10-month contract position from June 2020 to March 2021 with hours that vary by season, and a \$12,000 contract salary plus \$200/night travel stipends. Any questions, or a resumé with cover letter can be submitted to [membership@kawarthanordic.ca](mailto:membership@kawarthanordic.ca). Interviews will be conducted as qualified applications are received.

## Leadership

- Work within the context of the KN Vision, Values & Mission with an emphasis on realizing the KN Strategic Plan
- Work with the KN Board & staff to develop & design all KN Programs while providing specific leadership & management to the KN Race Team
- Collaborate as a positive & contributing member of the KN staff & volunteer team, assisting at KN races & related events (where not in conflict with coaching duties), and contributing regularly to KN communication channels
- Recruit new Athletes, Coaches & Wax Technicians, and manage Lead Coaches
- Provide annual training & be a resource to Race Team, Youth Program, School Group & Private-instruction Coaches & Wax Technicians
- Maintain & foster partnerships in the Nordic skiing, Racing & Outdoor communities
- Manage, track, maintain & purchase all race team equipment, services & supplies on budget
- Report to the KN Board of Directors via the KN President

## U18/U16 Coaching

- Develop & design practices, training camps & individual training plans in coordination with volunteer coaches
- Work with volunteer coaches to implement training & practice plans, and coach athletes at practices (1-4/wk), Training Camps (1-2/yr), Ontario Cups (4-5/yr) & other appropriate races or training opportunities
- Coordinate volunteer coaches, team managers & wax technicians to assist with logistics, training & race support
- Ensure all program sessions are fun, safe & developmentally appropriate
- Design & facilitate workouts that adapt to individual athletes' physical development, technical, psycho-social & learning needs
- Coach athletes on ski technique, race tactics, ski preparation, equipment & clothing selection & maintenance, strength training, speed & endurance training, physiology & development, goal setting, race planning, focus & other mental skills, general health, nutrition, sleep, recovery & hygiene as related to training & skiing
- Communicate regularly with athletes, families & team volunteers to facilitate organization, feedback & inclusivity
- Include younger athletes in U18/U16 training & race experiences when appropriate

## Requirements

- Must be at least 22 years-old, have a cell phone & Internet access, and provide a Vulnerable Sector Police Record check
- Must have a valid driver's license, suitable insurance & access to a vehicle for travel to training & racing venues
- Must know & support all Safe Sport & Rowan's Law guidelines, have current Standard First-Aid & CPR/AED certification, and attain a minimum NCCP Cross-Country Skiing CCI-T2T Trained status — NCCP Cross-Country Skiing Learning Facilitator certification would be an asset
- Must be skilled in both skate & classic ski technique on snow & rollerskis, be able to assess the technique of other skiers, and have experience in coaching, instruction, racing & ski waxing for racing, ideally including personal race experience
- Must have strong, professional communication, motivational & interpersonal skills, suitable to youth & adults across a variety of mediums, including telephone, written email, social media & face-to-face
- Must be organized, a proactive problem-solver, and adaptable to change while maintaining professionalism
- Must make a strong effort to attend scheduled training & races, and find a suitable substitute coach when unable to attend
- Must be flexible to accommodate the hours of work that vary by season (~8h/wk summer, 12h/wk fall, 16h/wk winter & ~18 full days), and training, camps & races that most often occur on weekday evenings & weekends

Thank you for your interest in Kawartha Nordic.