



Archery Canada seeking Junior National Coach, Olympic Recurve

Status: Full-Time

Location: Toronto or South-Western Ontario Area, Canada

Reporting To: High Performance Advisor

Term: 3.5 years (March 1st 2021 – Sep 31st 2024)

Archery Canada is the National Sport Organization responsible for the promotion and development of the timeless sport of archery in a safe and ethical manner. Archery Canada supports the achievement of high performance excellence in archery in all categories and the development of a national archery infrastructure to promote archery participation across Canada in cooperation with the Provincial/Territorial Archery Associations.

Position Overview: Archery Canada is seeking interest for a full-time Junior National Coach (Olympic Recurve) with the accountability to lead the systematic development of Canadian athletes in support of Archery Canada's objective to deliver sustainable podium performances at the World Cup, World Championship, and Olympic Games level.

Key Relationships: Archery Canada's High Performance Advisor, National Coach, Pathway Coach, Executive Director, high performance provincial and club coaches, high performance athletes, team managers, and specialist support team members (e.g., sport science and sport medicine experts).

Role Purpose: The Junior National Coach will be accountable for directing the national talent identification process, coaching identified athletes, and to provide technical leadership for identified national team & development programs. The successful candidate must have the proven ability and experience in coaching high performance athletes and in the development, implementation and evaluation of high performance training and competition programs in the sport of Archery. Significant domestic and international travel will be required.

Key responsibilities include:

- Leadership of a men's and women's development program leading to international competition success

- Delivery of a World-Class daily training environment for targeted athletes, including technical components, sport science and innovation
- Leading and managing Canadian athletes at the Youth World competition level in the Cadet & Junior categories
- Supporting the Senior National Coach in the ongoing development of the high performance programs throughout the 2024 quadrennial
- Further developing and modifying the athlete pathway structures to support improvement across the male and female athlete pool
- Executing a continuous, seamless athlete identification and intake program across Canada
- Working closely with key partners at the provincial & club levels to align their development programs and enable integrated programming
- Conducting in-depth performance analysis and long-term performance planning
- Supporting the development and maintenance of a culture of excellence in the athlete and coach pathways
- Program evaluation, budget management, and the ongoing assessment of strategic opportunities to enhance the 2024 Paris quadrennial plan

Specific responsibilities include:

1) Coaching

- Provision of technical leadership and instruction to athletes in a daily training environment
- International and domestic competition leadership for individual athletes and teams
- Preparation of international teams and individual team members for competition performance
- Develop and execute technical & tactical program elements, such as athlete training plans, identification camps, and domestic competitions.
- Collaborate with personal, provincial, or club coaches related to athlete's technical direction as required
- Provision of high performance technical leadership and instruction to coaches as part of coach development and the coaching pathway strategy

2) Planning and Monitoring

- Create, maintain and develop annual plans, including individual athlete plans and performance benchmarks, for targeted athletes
- Monitor and evaluate athlete performance at the team and individual level, and manage relevant data to ensure standards are met to obtain optimal performance potential
- In collaboration with the High Performance Advisor and National Coach, apply and advance key evaluation methodologies such as Archery Canada's Gold Medal Profile and Podium Results Track models.
- Support annual strategic planning efforts and creation of annual submission documents to funding partners and other applicable audiences.

3) Sport Development & Program Support

- Communicate the national program strategy and key initiatives to any related performance development programs
- Introduce targeted sport science and medicine program elements as required to support the national program development
- Oversight of Next Generation program administration elements including annual planning, international training and competition, athlete communication, and athlete performance reporting.
- Conduct coaching clinics in support of coach education & certification to advance Archery Canada's coaching pathway and technical philosophy

4) Credentials & Requirements:

- Coach certification equivalent to the Canadian "Competition Development" levels and an ongoing desire to upgrade individual coach and leadership certifications
- International coaching experience at the continental or global levels
- Demonstrated experience coaching, leading and developing athletes successfully at the Recurve cadet, junior, and senior levels
- Knowledge of the international competitive environment and the ability to define strategic programming priorities to close short and long-term performance gaps
- Experience in the areas of sport science and medicine to effectively support athlete development and enable broader system development initiatives
- Advanced technology acumen, including data collection and analysis, technical video evaluation, and the ability to conduct distance coaching
- Qualified and confident knowledge of the English language and preferably the French language.
- Ability to travel domestically and internationally, and able to operate a motor vehicle in Canada
- University degree preferred

Compensation will be commensurate with levels of qualification and experience. Archery Canada is an equal opportunity employer and is committed to creating an inclusive and diverse work environment. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. This role is made possible with the financial support of Sport Canada and the Canadian Olympic Committee with the support of Own the Podium.

Application Process

Interested candidates should forward a cover letter and resume to Karl Balisch, Executive Director, at kbalisch@archerycanada.ca by February 27, 2021

Archery Canada thanks all interested candidates in advance. Only those selected for an interview will be contacted.