

Archery Canada – Job Posting

The association is seeking to fill the role of **National Team Coach, Olympic Programs** with oversight for the Recurve and Compound National Team Programs

Status: TBD: Full or Part-Time

Location: Canada, remote

Reporting: Archery Canada's High Performance Manager

Term: 3.5 years (Oct. 2025 – Mar. 30 2029) with possibility of extension

Salary: \$70,000 - \$80,000 (0.75 FTE), Commensurate with experience

Archery Canada is the national sport governing body for the development and growth of Archery in Canada. Among its responsibilities, the association selects and prepares Canada's athletes and teams for international competitions including World Championships, Olympic and Paralympic Games, Pan/Parapan American Games.

Position Overview

Key Relationships: High Performance Manager, Executive Director, national team athletes (carded and targeted), event team managers, specialist support team members (e.g., sport psychologist, sport science and sport medicine experts), funding and strategic partners (e.g., Own The Podium, Sport Canada).

Key Responsibilities include: The National Coach will be accountable for directing the national team program. The successful candidate must have proven ability and experience in coaching high performance archery athletes and in the development, implementation and evaluation of high performance training and competition programs in archery. Key responsibilities include:

- Responsible for the oversight of the national team's LA2028 quadrennial program, including performance analysis and long-term performance planning
- Development and implementation of the National Team Athletes daily training environment (in person and/or remote), including all technical aspects, and core elements related to sport science, medicine and innovation.
- Support of the development and maintenance of a quality and positive high performance system and culture throughout the athlete and coach pathways
- In collaboration with the High Performance Manager and Archery Canada Technical Leadership, selection of athletes for international competition and Sport Canada carding nominations
- Program performance, budget management and the ongoing assessment of strategic opportunities to enhance the LA2028 Quadrennial plan

Term: This position is offered as a fixed-term contract commencing on October 1, 2025, and continuing through to September 30, 2028, subject to annual review and renewal on

October 1 of each year. Renewal is contingent on performance, organizational needs, and available funding. An extension beyond the initial three-year term may be considered.

Specific responsibilities include:

1) Coaching

- Deliver targeted training plans and guidance to selected National Team athletes through their Yearly Training Plans.
- Lead team operations in competitive environments, including making in-the-moment tactical decisions and managing field-of-play execution.
- Plan and execute tactical components related to key program elements (e.g., national team training camps, selection events, carding evaluations) with clear performance objectives.
- Engage with personal coaches to align technical and tactical approaches, ensuring consistent messaging and skill development across training environments.
- Provide applied performance support to personal coaches, offering tactical insights and feedback grounded in high-performance standards and data-informed analysis.

2) Planning and Monitoring

- Collaborate with the HPM to develop and implement the annual and quadrennial plans, including individual performance benchmarks, for the national team, and individual 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
- Support annual strategic planning efforts and creation of annual submission documents to funding partners and other applicable audiences.

3) Program Development & Support

- Communicate the national program strategy and key initiatives to any related performance development programs
- Oversight of national team administration including communication with athletes, international training and competition, management of athlete training reports and other duties as required.

Qualifications & Experience:

- Must hold a recognized certification from a coaching or national association equivalent to Competition Development Certified (NCCP), or working toward a comparable level of certification
- Previous coaching experience in international competition, preferably at the Olympic, Paralympic or World Championship levels
- Ability to work as part of a team to achieve a desired outcome
- Ability to travel within Canada and internationally as required
- Ability to communicate effectively in both oral and written form in English is essential, and in French is an asset

Skills & Attributes:

- Passionate about high performance sport and more specifically high performance archery
- Commitment to succeed, driven by achieving results
- Relationship builder with a demonstrated ability to work with athletes, coaches, support staff, specialist support team members, and administrators
- Exemplary leadership skills
- Responsible, accountable and trustworthy
- Highly effective communicator (verbal and written)

Applications for the Position

Application Deadline: Aug. 31 2025

Start Date: Oct.1 2025

Archery Canada hires on the basis of merit. All qualified candidates are encouraged to apply; and all applications will be held confidential within the hiring team.

Applications for the position must be received no later than **5 pm EST on Aug. 31 2025**. This application deadline may be extended at the discretion of Archery Canada. We thank all candidates in advance. We will however, contact only those selected for an interview.

Please forward your resume in confidence to: information@archerycanada.ca with the subject line title: *Application for National Team Coach, Olympic Programs*