



JOB POSTING – Head Coach (Track)

A. General Description

The Head Coach (Track) is responsible for supervising and directing the training and preparation of the athletes across Cycling Canada's National Track Teams; providing leadership, mentoring and supervision to the event-specific track cycling coaches responsible for both High Performance and Next Generation Programs. The Head Coach (Track) will, together with the Head Coaches for MTB XC, BMX, Road and Para, be a key member of the leadership team of the High Performance Program, working collaboratively to ensure Canada's performances at the international level meet and preferably exceed the targets set out in Cycling Canada's Strategic Plan.

The Head Coach (Track) position will be based at Cycling Canada's office at the Mattamy National Cycling Centre velodrome in Milton, Ontario, and the successful candidate will be expected to be on-site for extended periods of time.

B. Organizational Scope

Cycling Canada (CC) is the recognized authority by the Union Cycliste International (UCI) on all aspects of cycling in Canada, including BMX, Cyclo-Cross, Mountain Bike, Para-Cycling, Road and Track. All staff are employed by CC to facilitate achievement of its long-term vision and planned annual targets. All personnel are required to operate within the policies and procedures established by the association's volunteer Board of Directors and are expected to act consistently with the association's values.

Cycling Canada receives financial contributions from the federal government and other agencies, organizations and corporate sponsors, and is accountable for the disbursement and reporting of funds according to the contracted terms and conditions. Programs, activities and services are operated within the limitations established in an annual operating budget approved by the Board of Directors. CC staff is responsible to manage and administer the association's finances and provide administrative support for all association activity.

C. Reporting Structure

The Head Coach (Track) reports to the Head of Performance Operations (HPO), and works in collaboration with the other Management Team members:

- Head of Strategy Development
- Head of Development and Operations

- Head of Finance and Administration
- Performance Services Lead
- Track Program Manager

Staff reporting directly to the National Coach - Track include:

- Head Coach, Women's Endurance
- Head Coach, Men's Endurance
- Head Coach, Sprint events
- Next Gen Coach, Women's Endurance

D. Responsibilities & Duties

1. Lead and manage the development and implementation of Cycling Canada's High Performance track program, in alignment with CC's Strategic Plan and the terms agreed to with CC's funding partners. This includes:
 - a. Nurturing a positive Team culture that reflect the values of CC;
 - b. A willingness to strive for excellence;
 - c. Setting and monitoring of key performance indicators (KPIs) and targets for all Track event squads;
 - d. Overseeing World Cup, World Championship and Olympic qualification strategies;
 - e. Aligning programs to ensure optimal use of resources;
 - f. Overseeing research and development initiatives specific to the track program;
 - g. Overseeing all coaching and technical staff to monitor workloads and ensure roles, responsibilities, authority and accountability are understood and carried out;
 - h. Collaborate with the Track Program Manager and HPO in the development of selection policies for the track program, and ensuring these policies are communicated and understood;
 - i. Ensuring optimal Daily Training Environments (DTEs) are in place for athletes, coaches and Integrated Support Team (IST) personnel;
 - j. Ensuring the integration of development initiatives to ensure alignment with the High Performance Plan.
2. Work with the national coaches to create and implement training and preparation strategies to improve individual and team performances at milestone events
3. Contribute to the development and delivery of long-term training and development strategies and programs to develop HP track coaches, and track coaching knowledge and expertise in general.
4. Work with the national coaches and IST personnel to analyze and evaluate performances and results to assess and examine strengths and areas of improvement of individual athletes and teams, and to revise or modify individual or team training programs to address these strengths and weaknesses.
5. Work closely with the HPO to foster cooperation and alignment with CC's partners and CC's vision.
6. Collaborate with the HPO in the development of the yearly High Performance Program
7. Collaborate with the Head of Development and operations on domestic technical matters as required
8. Engage with other Cycling Canada stakeholders as required.

9. When needed, support members of the Executive team in the prospecting strategies around securing National Team sponsors and suppliers.
10. Be available for public relations or promotional appearances as required.

E. Qualifications and experience

- A minimum of 5 years' experience working full-time in High Performance Sport
- NCCP level 4 coaching certification, or equivalent experience/education
- Proven ability to coach athletes to podium level performances (minimum competition standard being Olympic qualification events)
- World class technical knowledge of track cycling
- Coaching and/or management experience in the Olympic Games environment
- The ability to work in both official languages is an asset.

F. Travel

The Head Coach (Track) will be required to travel extensively to support National Team programs and national coaches both in Canada and internationally.

G. Performance Review

The following three (3) components will form the basis of an annual performance review conducted by the HPO:

- Attainment of pre-identified performance benchmarks as outlined in the OTP schedule B
- Fulfillment of responsibilities and duties identified in section D in this job description
- Satisfactory attainment of pre-determined and mutually agreed upon competencies improvements areas as outlined in the annual performance review process

H. Salary range

The salary range for this position will depend on experience and qualifications. The successful candidate will be eligible for benefits after a probationary period.

I. Applications

Please email cover letter and resume to Head of Performance Operations Kris Westwood at kris.westwood@cyclingcanada.ca. The deadline for applications is **Jan. 21, 2019**.