



**SPEED NATIONAL TEAM COACH  
CLIMBING ESCALADE CANADA**

**Deadline for Applications:** January 24, 2022

Climbing Escalade Canada (CEC) is the National Sports Organization and leader in the promotion and development of competition climbing in Canada for athletes and the extended climbing community. We strive to enable athletes to achieve their high-performance potential in an ethical, equitable and equal competition environment. Every day, we endeavor to live our values of community, transparency, pursuit of excellence, integrity, inclusion and athlete centricity.

**DESCRIPTION**

Climbing Escalade Canada (CEC) is seeking for a qualified individual for the role of Speed National Team Coach. Reporting to the High Performance Director (HPD), the Speed National Team Coach will be responsible for the speed specific areas of the CEC High Performance Program. The National Coach is expected to work together with other CEC coaching staff to support all CEC High Performance Program Athletes on their road towards Paris 2024. Each coach will have authority on decisions in their discipline(s), however, each will be expected to learn from and provide input to the coach in the other discipline(s).

**JOB DESCRIPTIONS**

*The job description below has been created despite the challenges imposed by the COVID-19 pandemic. There is an impressive level of uncertainties relating to this position, so the successful candidate will need to be adaptable and resilient as our realities evolve. As well, the key responsibilities for this position are expected to change/evolve from year to year towards Paris 2024.*

*High Performance Activities*

- Support the HPD and the High Performance Committee (HPC) in implementing CEC's Talent Identification Platform
- Support the planning and implementation of High Performance Competition(s)
- In collaboration with HPD and Lead/ Boulder Coach:
  - o select athletes for High Performance Squads as per CEC High Performance Program
  - o design, plan and implement coaching and logistical support for athletes at identified 2022 WC competitions
  - o design, plan and implement training camps & opportunities between WC competitions
- Oversee the collection of key performance data at WC competitions
- Ensure athlete compliance with IFSC rules and codes of conduct
- Represent CEC in a professional and positive manner at international events

*Athlete Support*

- Plan and implement a communications strategy including:
  - o Coaches Meetings: frequency, method, and scope
  - o Athletes Meetings: frequency, method, and scope

- Athlete Reporting Structure: frequency, method, and scope
- In collaboration with HPD, CEC Coaching Staff, Club/Personal/PTSO Coaches and HPP athletes, create and implement Yearly Training and Competition plans for Speed HPP athletes
- Manage and ensure athlete monitoring and compliance to YTP
- Co-ordinate implementation of additional athlete monitoring and IST support for Olympic Squad Athletes

#### *Administration*

- Understand and follow all CEC Policies, specifically those related to Athlete Support and Safe Sport
- Manage administration tasks related to the HPP (order uniform, establish communication platforms, manage budget presented by the HPD, etc.)
- Complete weekly timesheet and monthly reports
- Meet virtually on a regular basis with the High-Performance Director
- Report to the High-Performance Director and the Board of Directors on a regular basis, as established by the High-Performance Director
- Ensure athlete compliance with CEC athlete contract and codes of conduct.

#### *Additional responsibilities as of 2023*

- All of responsibilities above, plus:
  - In collaboration with HPD, Lead/Boulder Coach, CEC designated IST and other support personnel: design, plan and implement 4–6-week semester centralized training program at Richmond Olympic Oval (January 2023)
  - In collaboration with HPD, Lead/Boulder Coach, CEC designated IST and other support personnel: design, plan and implement enhanced training opportunities for Olympic Squad athletes
  - Understand and track athlete rankings and progress as it relates to Olympic Qualification
  - In collaboration with HPD: identify and select athletes from “NEXT Gen” for inclusion in HPP training opportunities
  - In collaboration with HPD: design and plan Paris 2024 pre-games staging camp(s)

#### *Additional responsibilities as of 2024*

- All of responsibilities above, plus:
  - In collaboration with HPD and COC Olympic Program Manager: understand, plan and execute all Paris 2024 Olympic Games admin and logistics requirements
  - Attend COC Olympic Preparation Seminars and Meetings required
  - In collaboration with HPD and CEC IST personnel: design, plan and execute Paris 2024 Olympic Performance Plan

#### **PERSONAL CHARACTERISTICS AND SKILLS**

- Initiative and self-motivation
- Ability to work independently with little or no supervision
- Well organized with a strong attention to detail
- Ability to work effectively with multiple stakeholders
- Good interpersonal skills

#### **SKILLS, QUALIFICATIONS AND EXPERIENCE**

- Superior knowledge of Competition Climbing Rules/ Strategies and Training Methodologies
- 5+ years’ experience in a Head or Lead Coaching Role with National, Provincial or Club High Level Competitive Program:

- Experience preparing athletes for high level competition (national and international)
- Experience coaching Speed as a primary role.
- Experience creating Yearly Training Plans, Competition Plans, Performance Tracking and Gap Analysis
- Registration with The Locker and completion of NCCP Multi-Sport trainings (candidate is expected to provide copy of their Certification Transcript) OR equivalent from another national organization
- Completion of CEC Screening Requirements
- Knowledge of Long-Term Athlete Development framework considered a strong asset
- Bilingualism (English, French) with excellent spoken and written skills in both languages is an asset.

#### **DETAILS**

- Immediate Supervisor: High Performance Director
- Term: May 2022 to December 2024
- Time Commitment: this is part-time contractor position.
- Location: primarily remote with requirements to attend select Domestic and International Competitions and Training Camps. Successful candidate is expected to work from home, and provide his/her own IT equipment.
- Compensation: range of \$15-\$25k per annum. Compensation will be determined based on the successful candidate's experience, qualifications and time commitment.
- Start Date: TBD with successful candidate

**Deadline for application is January 24, 2022.** Interested candidates should apply by email with a resume and a cover letter to:

Andrew Wilson  
High Performance Director, Climbing Escalade Canada  
[hpd@climbingcanada.ca](mailto:hpd@climbingcanada.ca)

Please clearly indicate which position(s) you are applying for. CEC thanks all applicants but will contact only those who will be invited for an interview.

CEC is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. 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. CEC welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.