



## **NATIONAL COACH FOIL (Men and Women)**

**Role:** The position of National Coach (NC) is directly responsible for qualifying the respective weapon for the individual and team events and preparing our athletes for podium performance at the 2012 Olympic Games. The positions are part of the CFF National Coaching Structure and report to the High Performance Director. The NC provides high performance coaching to CFF identified athletes.

**Requirements:** Relevant coaching experience at the international level is a prerequisite. Applicants should address section qualification requirements in the Job Description.

**Contract period:** From December 2009 until September 2012. This position may be extended until 2016 after the 2012 Olympics, pending positive evaluations. The positions are considered full time and require extensive travel.

**Salary:** Salary will reflect the successful candidates' qualifications and experience, within guidelines of our funding partners.

**Information:** For enquiries contact: Danek Nowosielski, CFF High Performance Director, at 450-628-7000 or by email at [hpd@fencing.ca](mailto:hpd@fencing.ca)

**Applications:** All candidates should include a CV and a letter outlining the candidate's vision to build a world class weapon program in Canada (including any pertinent analysis of the current national team, if possible). Applications may be submitted in English or French.

By e-mail: [hpd@fencing.ca](mailto:hpd@fencing.ca) Please indicate National Coach Position in the subject line.

OR

By fax: 450-628-1791

**Deadline: November 16, 2009**

We thank all candidates for their interest in the Canadian Fencing Federation; however, we will contact only those selected for an interview.

**This position is funded by Sport Canada.**

## **JOB DESCRIPTION**

### **National Coach (NC)**

#### **Qualification Requirements**

##### **Essential**

- Level 4 qualification under the Canadian National Coaching Certification Program (NCCP) or other recognized educational qualifications (INSEP, AZS, etc)
- Previous demonstrated successful coaching of athletes/teams at World Championships/Olympic Games.
- Strong interpersonal skills with demonstrated strength in communicating difficult issues to a wide range (i.e. athletes, professionals, coaches, parents).
- Strong sports science background, with ability incorporate the concepts into training programs.
- Strong understanding sports medicine, including recovery modalities
- Proven time-management skills, an acceptance of irregular and long hours, and capacity to travel domestically and overseas for extended periods
- Experience coaching athletes on overseas tours.
- Demonstrated interest in the holistic development of elite athletes
- The candidate must be able to communicate in English and/or French. Bilingual candidates are desirable.
- Ability to work unsupervised to tight deadlines.
- The candidate must accept that the employer will require security and background checks from Canadian security agencies.

##### **Desirable**

- Demonstrated knowledge and ability to used e-mail effectively.
- Computer skills (i.e. word processing, spreadsheets).
- Knowledge of sporting structures in Canada.

**Accountability:** The position of National Coach (E/F/S NC) reports to and is accountable to the High Performance Director (HPD)

**Roles and Responsibility:** The NC is responsible for coaching, including planning, developing and executing the men's and women's weapon program consistent with the objectives established by the CFF.

#### **1. Coach**

- Prepare the team annual training and competitions plans.
- Prepare individualized athlete annual plans of senior NT athletes in consultation with the coaching team.
- Evaluate and monitor execution of the plans on a regular basis.
- Develop a coaching structure to support teams/athletes to attain international podium performances.
- Coaching, monitoring of daily training environment and evaluation of Senior NT athletes.
- Prepare and run training camps (Cadet, Junior and Senior).
- Support and evaluate athletes selected for National Team Projects
- The coaching of team members at all CFF designated events.
- Evaluate and monitor the execution of carded athlete's annual plans (training log).
- Evaluate athletes performance and attainment of team/individual goals

#### **2. Plan**

- establish key training variables and thresholds (i.e. volume, intensity)
- set team/athlete performance goals (short and long term).
- Gather relevant information in order to assist in the preparation of the annual/quad plans.
- Develop plans to prepare teams for major events.
- Talent ID and evaluation.

#### **3. Manage and Co-ordinate**

- Direct the assistant coaches in their roles within the National program.
- Involve personal coaches in the National program.
- Regular oral and written reports to the HPD.

#### **4. Communication and Guidance**

- Provide guidance to program athletes with respect to their holistic development.
- Provide guidance to personal coaches of program athletes.
- Provide information to all program athletes (and parents) and their coaches with respect to the HPP.

#### **5. Monitor and Evaluate**

- Collect and evaluate performance data which may be of relevant use to the HPP.
- Record, analyze and evaluate all performances of our athletes.
- Evaluate program goals
- Prepare weapon status report and evaluation of all program athletes.
- Evaluate work of assistant coaches and provide feedback.
- Post-comp/season debrief

#### **6. Coaching Development**

- Act as mentor coach for assistant coaches (ACs)
- Collaborate in developing Canadian coaches.

#### **7. Accountability and Key Performance Indicators**

- Through an appraisal process
- The achieving the following performance benchmarks:
  - Medals at Olympic Games and World Championships
  - Top 8/Top 16 results at Olympic Games and World Championships
  - FIE Team World Ranking
  - # of fencers in the Top 16/32 on FIE World Ranking
  - Medals on world cup circuit.