

Position: Next Gen Lead Coach
(Encompassing both Women's and Men's program)
Reports to: High Performance Director
Location: Calgary (Preferred)
Job Type: Full-time



ABOUT WATER POLO CANADA

Water Polo Canada (WPC) is the National Sport Organization for Water Polo in Canada. Its purpose is to nationally lead the growth and the pursuit of excellence for the sport of water polo while respecting the following set of values: Accountability, Commitment, Equity, Innovation, Integrity and Teamwork. Water Polo Canada acknowledges the support of the Government of Canada and of other partners such as Own the Podium, the Canadian Olympic Committee, the Canadian Sport Institutes network and the Coaching Association of Canada.

ABOUT THE POSITION

The Next Generation (NextGen) Lead Coach is a new position that will focus on ensuring that the Daily Training and Competition Environment of the designated athletes is being well implemented and monitored. This position will also support the new initiatives in Water Polo Canada's overall High Performance Development Strategy to provide the current NextGen athletes the support they need while influencing High Performance WP in Canada with a special focus on alignment. The NextGen Lead Coach (NGLC) will support the development, refinement and implementation of key HP alignment tools including, but not limited to, WPC's Podium Pathway. The overarching objective of the NextGen Lead Coach (NGLC) is to ensure that all identified NextGen athletes are following the prescribed training and that their progression is being monitored. Provide leadership to the Calgary Legacy Development Center and to all Regional Development Centres nationwide. The NGLC shall also be integrated into the Water Polo Canada's Age Group National Teams on annual basis.

PRIMARY RESPONSIBILITIES

- He/she is responsible for (a) coordinating, aligning, planning and evaluating all elements of Water Polo Canada's (WPC) NextGen programming and (b) for overseeing the implementation of these programs as they align the WPC's overall high performance development strategy.
- The NGLC will be expected to (1) review WPC NextGen athletes performance & system and provide relevant analysis to the HPD, (2) manage and coordinate all NextGen activities and staff including technical staff and staff implicated within the NextGen programs, and (3) specific to the integration of domestic and high performance area, assess and report to the HPD on analyzing its effectiveness and gaps, (4) work with the personal coaches of the identified NextGen athletes on the development of the YTP and IPP for each athlete.
- Oversee the development and alignment of the following areas of the NextGen Program:
 - Development, coordination and delivery of NextGen training and appropriate competition program
 - Monitoring and evaluation of NextGen athletes
 - Calgary Legacy Development Center and Regional Development Centre Coordination:
 - System Pathway Alignment with PSOs & clubs for WPC's

- Coach at one of WPC's Centres (National Legacy Center, Regional Development Centre or National Team Training Centre)
- Works with the HPD to establish and track Key Performance Indicators for NextGen and AGNT athletes
- Supports the completion of all required sport funding applications and all reporting/accountability requirements (including Sport Canada, CAC, etc.) as related to NextGen programs and initiatives;
- Executes other duties related to the nature of the position, as determined from time to time by WPC's High Performance Director including special projects or initiatives.

EXPERIENCE AND QUALIFICATIONS

- University degree in kinesiology, physical education, sports management, or sports science/business related discipline.
- Six or more years of progressive experience within the Canadian Water Polo system is seen as an asset, including demonstrable success at an age group national team level and relevant International experience.
- Proven record in leading programs to success in multi-disciplinary, cross-functional environment: delivering on strategic objectives and performance targets.
- Understanding of strategic high performance sport system planning, implementation and evaluation at the age group National & International level.
- Knowledge and experience at Olympic/Paralympic level is seen as an asset.
- Ability to work collaboratively as a member of a team of dedicated professionals in the pursuit of common goals.
- Driven by and dedicated to excellence in all facets, strives to be leading edge in what she/he is doing and embraces opportunity for continuous improvement
- Open, transparent, respectful, ethical and fair approach and behavior
- Exceptionally strong leadership and team-building skills combined with proven sport management, administrative, and financial abilities gained in the public or private sector
- Proven consultative, facilitation and decision-making skills with the ability to build positive relationships with a wide variety of stakeholders and partners
- Strong communication & interpersonal skills
- Experience in developing strategies & proposals, defining requirements, preparing reports and various types of documents, and delivering presentations
- Having the ability to work effectively in both English and French is an asset.

Applications with salary expectations should be sent in confidence by May 31st, 2018 to:

Water Polo Canada
1A-1084 Kenaston Street
Ottawa, Ontario, Canada K1B 3P5
Attention: Justin Oliveira, joliveira@waterpolo.ca

We thank all those who apply. Only those selected for further consideration will be contacted. Water Polo Canada promotes Employment Equity. This position is financially supported by Own the Podium and by Sport Canada.