

JOB DESCRIPTION: Lead Coach – Junior Men ('Train to Train' and 'Learn to Compete')

Reports to: VP Competition

Position designation: Part-time

Salary Range: Volunteer

Hours: Variable by week and season; 20 hours per week on average, includes travel to regattas

Overview:

The Ottawa Rowing Club (ORC) is a not-for-profit sports organization established in 1867 to provide rowing instruction for participants of all ages. The ORC is comprised of a volunteer Executive Committee, volunteers and paid employees. From April to November, the ORC operates out of its boathouses on the Ottawa River. In the off-season, the ORC membership trains at an indoor satellite location.

The ORC provides coaching to rowers in competitive or sport rowing programs, as well as introductions to the sport through Learn-to-Row, summer camps and the Adult Rowing League. Local high schools and universities train and race out of the ORC.

The Junior Lead Coach provides overall leadership to the design and delivery of a rowing program for athletes under the age of 19. The focus is on the design and delivery of a specific training program suitable for the needs of developing athletes and in line with the rowing LTAD model, including racing opportunities. The Lead Coach is responsible for mentoring program coaches and strengthening their own personal skills.

Success is measured by the attraction to, and retention of, athletes in the competitive program, evidence of improvement in strength, endurance and the skills, and the overall preparation for athletes for advancement to 'Train to Win'.

The Lead Coach is supported by a full-time ORC Technical Director, Executive Director and volunteer Executive Committee.

Essential job functions:

The responsibilities of this position include, but are not limited to, the following:

Program-wide

- Lead the planning of the training and competition calendar in consultation with the Technical Director, Executive Director and program coaches;
- Collaborate with Lead Coaches from other programs to plan and deliver fitness testing, video evaluation, training camps or other activities;
- Promote and manage on-water safety;
- Select coaching team to attend regattas;
- Design, implement, and review program coach development;
- Plan personal coaching development opportunities;
- Attend seasonal coach meetings;
- Embody professional conduct;
- Enforce athlete code of conduct, and
- Promote the best interests of the ORC.

Junior Competitive ('Learn to Compete')

- Prepare scheduled training sessions which correspond with planned regattas;
- Coach;
- Monitor athlete improvements
- In collaboration with other program coaches, select crews and regatta entries;
- Attend regattas;
- Communicate with athletes and parents;

- Introduce race preparation through mental skills, time trials and seat racing;
- Schedule, supervise and monitor other program coaches;
- Allocate boats during practices, in consultation with program coaches.

Other

- Complete basic boat repairs and maintenance when required;
- Report boat maintenance and repair needs to ORC staff;
- Promote a positive club culture to athletes by encouraging participation in club activities and a 'pay it forward' mentality with regard to volunteerism;
- Follow ORC policies and procedures, and
- Understand manuals and documentation associated with employment.

Requirements

- Police Record Check
- Pleasure craft operating license (Boat License)
- Completion of 'Ethics Module' of NCCP Coaching Certification.
- LTR Coach Certification required;
- RCA Coach certification, preferred;
- Minimum one (1) year of coaching experience;
- Techniques for dealing effectively with athletes, members, volunteers, colleagues and ORC employees;
- Strong communication and interpersonal skills as applied to interactions with athletes, parents, coaches, and ORC employees;
- Ability to communicate effectively in English, including excellent writing skills;
- Computer skills including word processing, spreadsheets, email and the internet;
- Highly developed organizational skills;
- Attention to detail;
- CPR and First Aid Certified;
- Experience working as a member of a team, and
- Ability to work independently within established procedural guidelines and/or written directions.

