



**telemark**  
NORDIC

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## **Job Opportunity:** **Full time Nordic Head Coach**

**May 12, 2023**

Telemark Nordic Club is seeking an exceptional leader to join a tight-knit and highly motivated team of athletes and coaches as the Nordic Head Coach. Situated in B.C.'s Central Okanagan Valley (pop. 170,000), Telemark is a growing club with almost 70 skiers in the Competitive Program and a further 165 in the Youth Development Program (Jackrabbits). The 2023 season was our most successful season ever. Our team won the BC Championship title for the second season in a row, was the 7th ranked club at the 2023 Canadian National Championships, and had numerous racers compete at BC Winter Games, Canada Winter Games, and World Junior Championships.

Telemark is unique in integrating its competitive Nordic and Biathlon programs, and the Nordic Head Coach will coach athletes in both disciplines. As part of our club coaching team, the Nordic Head Coach has primary responsibility for planning and overseeing Nordic coaching activities for all athletes within the integrated program, including Track Attack (ages 9-11), Train to Train (ages 12-14), and Learn to Compete (ages 15-19). Key responsibilities include developing training plans, delivering technical coaching, coordinating volunteers, leading the team at competitions, and communicating regularly with athletes and families. The Nordic Head Coach also supports program development and strategic planning, athlete and coach recruitment, and integration with other club programs, including Biathlon, Youth Development, and Masters.

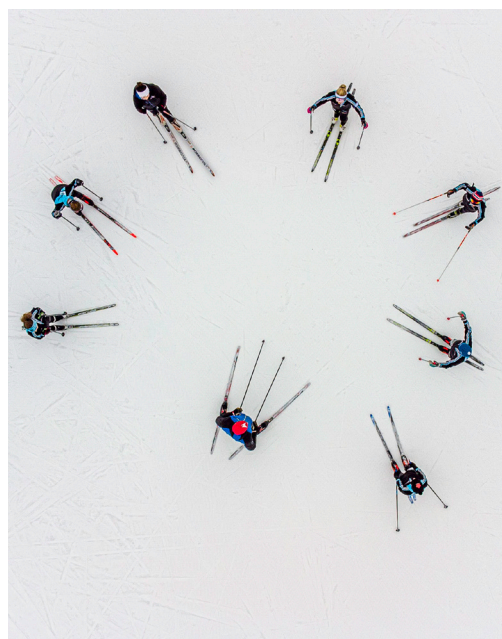
The Nordic Head Coach is one of the most important positions at Telemark, and the successful candidate will play a central role in the future growth and success of the Competitive Program. The ability to provide high quality technical coaching is important for this position, but even more so are the skills and vision to help create a positive club environment in which our skiers can learn and grow.

We are guided by Nordiq Canada and Biathlon Canada's vision of cross-country skiing and biathlon as 'Sports for Life' and are looking for a Head Coach who can support and inspire each of our athletes towards a lifetime of fulfillment in the sport. Some of our skiers have their eyes set on high performance, and the Nordic Head Coach will support these athletes on their journey to achieving excellence at the highest levels of the sport.

The Nordic Head Coach reports to the Program Manager and works closely with the Telemark Coach Committee (including Biathlon Head Coach, Assistant Coach, and lead volunteer coaches) to plan and deliver progressive training programs structured on Nordiq Canada / Biathlon Canada's Long-Term Athlete Development (LTAD) model. As a full-time employee of the Club, the position offers a competitive compensation package commensurate with the qualifications and experience of the successful candidate.

**If this opportunity to join our team interests you, we would love to hear from you!** To apply, please submit a resumé and cover letter (maximum 1,000 words) to Mike Edwards, Telemark General Manager: [mike.edwards@telemarknordic.com](mailto:mike.edwards@telemarknordic.com).

**Deadline for applications is June 18, 2023** or until a suitable candidate is found.



# Job Description

## Nordic Head Coach, Telemark Competitive Program

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### Duties and Responsibilities

#### Coaching Activities

- Oversee the development and implementation of training programs for all Competitive Program streams (Track Attack and up) following Nordiq Canada's Long-Term Athlete Development (LTAD) model.
- Lead the daily training environment for the Learn to Compete group.
- Provide regular and ongoing support to Train to Train and Track Attack coaches, including: development of annual/monthly training plans, technical coaching and participation in practice sessions, communication with athletes and families.
- Collaborate with the Biathlon Coach to provide guidance and support for skier development.
- Train athletes and parents to assist with ski preparation and waxing.

#### Races/Events

- Lead the team at major team-supported events in 2023-24.
- Drive athletes/coaches to events, camps and practices in the Team Van. Keep the vehicle travel log updated, and coordinate with the General Manager to ensure that the Team Van is maintained in good working order (inspected annually, taken in for repairs and maintenance as needed).
- Coordinate with the Coach Committee and Parent Committee to ensure that team-supported races are adequately staffed with coaches/volunteers, and to coordinate logistics (e.g., travel, accommodation, meals, safety) in advance of competitions, training camps and other events such as social activities.
- Support inter-club events (e.g., FUN-tastics, joint biathlon-Nordic team competition).

#### Team Communication

- Participate in Coaching Coordination Team meetings.
- Work with the Coaching Coordination Team to publish an annual schedule of races and

training camps, and monthly training schedules for all Competitive Program streams.

- Coordinate pre-/post-season meetings with Competitive Program athletes and families. Be available for discussions with individual parents and coaches as required.

## **Coach and Volunteer Development**

- Coordinate and lead technical coaching development sessions for Team Telemark coaches (including Youth Programs, Biathlon, Competitive Program, and Masters coaches).
- Support the Program Manager with recruitment, training, supervision, and mentoring of volunteer coaches.

## **Program Planning and Development**

- Foster a 'Team Telemark' culture that promotes camaraderie and integration across Club programs.
- Identify and recruit potential athletes from Telemark Youth Programs and the Nordic and general sport communities.
- Advise the General Manager, Telemark Board, and Competitive Program Parent Committee on strategic planning, team policies, funding opportunities, and team equipment needs. As requested, attend meetings of the Telemark Board or Parent Committee.
- Build and maintain relationships with provincial and national Nordic/Biathlon coaching committees.

## **Experience and competencies**

- Exceptional leadership, communication, and interpersonal skills. Demonstrated ability to foster an inclusive team environment and lead and motivate staff/coaches, volunteers, and athletes.
- Passionate about nurturing young athletes and promoting a growth mindset that recognizes individual strengths, challenges, and goals.
- Strong technical skier with cross-country skiing and/or biathlon coaching experience.
  - NCCP certification (CCI-T2T Advanced or CCD-L2C) an asset, or equivalent combination of qualifications and experience; and
  - familiarity with Nordiq Canada and Biathlon Canada's LTAD model.
- Implements current best coaching practices and standards, and pursues innovative approaches to athlete development.

- Excellent planning and organizational skills. Demonstrated ability to develop and implement annual training plans.
- An enthusiastic learner, committed to ongoing professional development.
- Skilled at ski prep and waxing.
- Proficiency in basic computer applications (Training Peaks, MSWord, PowerPoint, Zoom etc).
- Valid First Aid training (minimum Standard First Aid with CPR).
- Valid driver's license (BC Class 4, or ability to obtain Class 4 required).
- Clear Criminal Record Check and Driver's Abstract.
- Commitment to Safe Sport principles.

## **Working conditions**

- The Head Coach will be an employee of Telemark Nordic Club.
- Full time position; the hours of the Head Coach vary seasonally, with more hours from September to March and reduced hours in spring and summer.
- The position will require travel (including some long-distance driving of the Team Van) as well as working some evenings and weekends.
- Based in West Kelowna, B.C., at the Telemark Nordic Club.
- The performance of the Head Coach in the areas of responsibility listed above will be reviewed annually.