



SWIMMING / NATATION CANADA JOB POSTING

Position	Coach, High Performance Centre, Paralympic Program (CHP-Que)
Reports to	National Coach, Para Program Lead
Location	Montreal Olympic Pool, 3200 Viau Street, Montreal, Quebec
Job Type	Full-time, 3.5-year term
Date Revised	February 2025

ABOUT SWIMMING CANADA

Swimming Canada serves as the national governing body of competitive swimming. We inspire Canadians through world leading performances to embrace a lifestyle of swimming, sport, fitness and health. Canada is a global leader in high performance swimming and development for both Olympic Program and Paralympic Program swimmers. Swimming is recognized as one of the most celebrated and successful Canadian Summer Olympic and Paralympic sports.

Swimming Canada strives to foster a workplace in which all individuals maximize their potential, regardless of their differences. We are committed to attracting, developing and celebrating a diverse workforce that reflects the community we serve.

ABOUT THE POSITION

As a key member of Swimming Canada's High Performance Paralympic Program, the successful candidate will be responsible to lead all aspects of Paralympic High Performance Centre in Montreal.

The impact and success of the role will be defined by progression of Centre athletes' performances at WPS World Championship events and Paralympic Games, as well as through the implementation of an athlete-centered and performance cultural approach.

The ideal candidate will be available to start in September or October 2025. Some flexibility with the start date may be accommodated.

PRIMARY RESPONSIBILITIES

- Lead and direct all activities related to CHP-Que.
- Act as personal and main coach for all CHP-Que athletes.
- Responsible to ensure all aspects of coaching delivery of services for CHP-Que athletes is aligned to high performance standards and Swimming Canada guidelines, including daily training environment (DTE), yearly training plans (YTP), individual performance plans, and gap analyses.
- In collaboration with Para National IST Lead, ensure the delivery of services optimizes the athletes' progression towards podium performances at major Games.
- Development and implementation of individual annual training and competition performance plans for each Centre athlete.
- Create and lead a best-in class DTE by providing exceptional delivery in preparation, on-deck coaching and debriefs, on a regular basis.



- Build and maintain positive collaborative working relationships with other lead coaches in Swimming Canada High Performance Centres.
- In conjunction with the Para National IST Lead, guide and work with IST team to deliver best-in class daily training environment.
- Optimize program funding in all areas of planning, while ensuring sustainability of high performance standards.
- Provide input and manage annual budget for CHP-Que and other initiatives as assigned.
- Attend domestic and international events in the capacity of personal coach or team coach, as assigned.
- Identify athletes with potential opportunities to join the CHP-Que, and develop athletes who are progressing towards future podium performances at major Games once in the Centre.
- Monitor athlete progression through collected data, and provide information to key internal and external groups.
- Engage with provinces as required to provide opportunities for identified athletes to attend Centre visits.
- Provide timely updates and reports on all coaching activities as required.
- All other duties as required.

EXPERIENCE, QUALIFICATIONS AND REQUIREMENTS

- Experience coaching internationally classified para swimmers is required.
- Experience coaching para swimmers for major international competitions (World Championships, Paralympics, Para Pan American Games) would be considered an asset.
- Certified NCCP 3, or equivalent, or near completion by the start date, is required.
- Chartered Professional Coach designation with the Coaching Association of Canada would be considered an asset.
- Experience leading an Integrated Support Team (IST) would be an asset.
- An understanding of domestic and/or international para swimming classification would be an asset.
- Technical knowledge of physical, visual and/or intellectual impairment and its relation to athletic function and high-performance sport would be considered an asset.
- Post-secondary education or equivalent experience would be considered an asset.
- Ability to work independently, and as part of a team by collaborating with others in a multi-faceted environment to pursue team goals, share information, support others, show consideration and respect for alternative views.
- The ability to provide timely, compelling, accurate and concise advice in a professional and appropriate manner to support decision making.
- Ability to build and maintain effective relationships with a range of internal and external groups.
- The ability to make decisions, exceptional organization and planning skills, and attention to detail.
- Strong verbal and writing communication skills in English is required, the ability to speak, understand and read French is desired.
- Ability to guide and influence various groups.
- Strong planning and reporting skills.



- Familiarity with Microsoft 365 suite, and various swimming technologies including Swim Pro video system would be considered an asset.
- Ability to complete and maintain all organization requirements, including submission of Enhanced Police Information Check (EPIC), and all other training and clearance requirement as required by Swimming Canada or other regulatory bodies as required.
- Current active member in good standing of the Canadian Swimming Coaches Association (CSCA).
- National Lifeguard Certification (pool), and/or Standard First Aid/AED certification would be considered assets.
- Ability to travel domestically and internationally.
- A valid driver's license for the purpose of driving vehicles at camps, meets, and attending site-visits domestically and internationally would be an asset.
- Legally eligible to work in Canada.

WORK LOCATION

This is a full-time, fixed-term position until March 31, 2029, working out of the Centre in Montreal. The successful candidate must be available and eligible for selection to all National and CHP-Que team and camp activities. This position involves irregular working hours and significant travel.

The High Performance Centre in Montreal is located on unceded Indigenous lands of the Kanien'kehá:ka Nation.

The Ottawa Office is located on the traditional territory of the Algonquin Anishinabek People.

TOTAL REWARDS

The annual base salary for this position is commensurate with qualifications and experience.

This position comes with a health and dental benefits package, Group RRSP matching plan, an annual wellness benefit, and annual salary increases, as outlined in the Employee Handbook.

APPLICATION

Candidates are asked to submit a cover letter and resume via the link below **by 9am ET on Monday, March 17, 2025**. The cover letter and resume should demonstrate evidence of alignment to the key responsibilities, required experience, and qualifications listed above.

Swimming Canada is committed to providing accommodations. If you require an accommodation for a disability as part of the hiring process, please contact szuro@swimming.ca.

Any questions regarding the position can be directed to jobs@swimming.ca.

Application link: <https://swimmingcanada.bamboohr.com/careers>

INTERVIEWS

Interviews will take place virtually on Wednesday, April 16 and Thursday, April 17, 2025.



We thank all candidates for their interest, however, only candidates invited to an interview will be contacted.