

EMPLOYMENT OPPORTUNITY

POSITION TITLE:	Senior Swimming Biomechanist / Swim Biomechanist Coach	Posting Date: Wednesday, May 28, 2025
DEPARTMENT:	Performance Services	Application Deadline: Sunday, June 29, 2025 11:59 PM (ET)
REPORTS TO:	<u>Direct Report:</u> CSIO Director, Performance Services <u>Indirect Report:</u> Swimming Canada National Lead IST Delivery	
LOCATION:	Toronto Pan Am Sports Centre 875 Morningside Avenue, Suite 100, Toronto, Ontario (Frequent travel required)	
REMUNERATION:	\$80,000 + benefits (salary to commensurate with experience)	Interview Date: Week of July 7, 2025 (TBC)

POSITION SUMMARY

The *Canadian Sport Institute Ontario*, in partnership with *Swimming Canada*, is seeking a talented, enthusiastic and experienced *Senior Swimming Biomechanist / Swim Biomechanist Coach* to work in the Daily Training Environment at Swimming Canada's High Performance Centre Ontario (HPCO) in Toronto (TPASC).

The *Senior Swimming Biomechanist / Swim Biomechanist Coach* will deliver high-quality biomechanical support to Canadian high-performance swimmers, focused on the following core areas:

- Contribute to a world-class daily training environment at the HPCO, by establishing a high-quality quantitative swim technique testing environment, and by challenging and influencing the coaching staff as a member of the Integrated Support Team (IST)
- Drive the technical and tactical development of decentralized carded coaches and their swimmers, in collaboration with the National Lead IST Delivery
- Support national team events through video-, technique- and race-analysis, and improving the quality of Canadian swimming competition analysis using innovative tools and techniques
- Contribute to the growth of Biomechanics as a core service area for Swimming Canada and for CSIO through mentorship of emerging Biomechanics practitioners

We open this application globally to find the ideal candidate to drive quantitative technique analysis forward for Swimming Canada.

POSITION RESPONSIBILITIES

Sport Support

- In collaboration with the coaching staff, develop and deliver expert biomechanics and performance analysis support in the daily training environment
- Foster effective positive working relationships
- Provide comprehensive support at identified competitions and training camps
- Expected to use objective data and information to influence and impact performance decisions and enhance knowledge
- Appraise, design and develop specialized biomechanical testing equipment and methodologies
- Where appropriate, conduct research projects to enhance the current and future performance of Swimming Canada athletes and coaches

- Evaluate current research to broaden knowledge of the sport as well as general knowledge of trends and findings in the discipline of sport biomechanics
- Provide comprehensive feedback (presentations, publications, reports) of results and interpretation to athletes and coaches
- Communicate effectively on a regular basis with other integrated support team (IST) members to provide a holistic approach to athlete performance
- Contribute to Team meetings
- Consult and refer specific athlete issues to relevant practitioners within the IST

Leadership & Mentorship

- Lead Biomechanics and Race-Analysis support for Swimming Canada
- Where appropriate, provide mentorship to other IST members, practitioners or students within the swimming environment
- Where appropriate, provide mentorship to other biomechanics practitioners to aid their development
- Conduct, commission and collaborate on research and innovation projects to further the discipline of sport biomechanics as it relates to the service area of CSIO
- Provide leadership to develop the discipline of biomechanics as a core service area at CSIO

Company

- Model the values of the organization(s) on daily basis
- Maintain an accurate record of work conducted
- Be an active member of company by participating in staff meetings, other meetings and seminars as required
- Adhere to any professional codes of conduct appropriate to your profession or other codes of conduct that might be deemed applicable to sports science and sports medicine practitioners in general
- Maintain a proactive approach to personal Professional development
- Contribute to workshops, lectures and seminars to foster dissemination of knowledge and skills
- Undertake any other reasonable duties for the direct/indirect reports as requested

Culture

- Manages and guides delivery in a time sensitive work environment
- Drives implementation of high-level policies, and models integrity and ethics of delivery
- Fosters supportive and team-based environment through positive relationships and collaboration

Relationships

- Swimming Canada Coaches, Athletes, and Leadership
- IST Members
- CSIO Performance Services Team
- CSIO CEO, Directors and Leads
- Canadian Olympic & Paralympic Sport Institute Network

QUALIFICATIONS AND SKILLS

Qualifications, Experience and Skills

- Graduate degree (Ph.D. preferred) in biomechanics or related field
- Minimum of 12 years' experience working in a high-performance sport environment, supporting coaches and athletes as part of interdisciplinary science and medicine teams
- Experience working in the sport of swimming as a biomechanist or coach, including support at national and international competitions
- Established area of expertise within the field of biomechanics, preferably in the sport of swimming (evidenced through publications in recognized academic journals and presentations at international conferences)
- Evidence of positive technical change in high-level swimming athletes and Teams through interventions is a strong asset
- Demonstrated leadership experience, including completion of recognized leadership training is an asset
- Experience collaborating with others to conduct research in high performance sport is an asset

- Aptitude for technology
- Experience with biomechanical analysis hardware and software and their application in a high performance sport environment (e.g. 3D motion capture systems, force plates, IMUs)
- Strength with coding in one of the commonly used platforms (Matlab, R, or Python)
- Knowledge of the Canadian Sport System is an asset
- High-level proficiency in English. Proficiency in French would be an asset.
- Experience with software/equipment design is an asset

Behaviours

- Ability to work in a fast-paced environment with a high degree of independence and initiative
- Excellent written and interpersonal communication skills
- Good team building skills and the ability to be flexible and adjust to changing priorities
- Ability to apply various methods of observation in the field
- Ability to build trusting relationships
- Keen interest in continuous learning and development
- Strong leadership skills with the ability to guide others enabling flexibility and adjust to changing priorities

Interested applicants should submit their CV and cover letter (in one PDF document) to:

**Search Committee,
Canadian Sport Institute Ontario
E-mail: careers@csiontario.ca**

The Canadian Sport Institute Ontario is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability.

Accommodation is available on request for candidates taking part in all aspects of the selection process.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.