



JOB POSTING

National Team Coach, Para-Cycling Development Lead

Status: Full Time, Permanent Position

Reports To: Director, Cycling Canada Bromont Hub; National Team Coach, Para-Cycling Lead

Location: Based at one of Cycling Canada's national hubs (Milton, ON; Bromont, QC; or Abbotsford, BC) — remote arrangements may be considered for the right candidate.

Salary: \$65,000 to \$75,000, includes comprehensive health benefits

About Us

Cycling Canada is the national governing body for cycling in Canada, established in 1882. Our mission is to inspire Canadians to cycle and to develop the sport at all levels—from grassroots to Olympic and Paralympic podiums. We are committed to building a bold and sustainable performance system that produces world-class results while creating lifelong ambassadors for the sport.

Our strategic focus includes four key priorities:

1. Building a connected, proud cycling community.
2. Teaching cycling skills to children across Canada.
3. Hosting events that excite and engage Canadians.
4. Delivering a sustainable high-performance program that produces champions.

General Description

The National Team Coach, Para-Cycling Development Lead will be responsible for the national para-cycling pathway from initial athlete identification to performance readiness, with a focus on identifying and recruiting new talent into the national para-cycling pathway. Under the guidance of the National Team Coach, Para-Cycling Lead, this individual plays a vital role in shaping the future of para-cycling in Canada.

In addition to coaching, this role is responsible for leading national classification initiatives in collaboration with key system partners such as the Canadian Paralympic Committee and Own the Podium.

This position requires a dynamic coach and connector who can find and inspire new athletes, guide them through the complexities of classification, and help them develop the skills needed to succeed in high-performance sport.

This is a hands-on role that requires strong collaboration with athletes, coaches, staff, and partners across Canada's para-sport system.

Specific Responsibilities

Athlete Development and Performance

- Lead outreach efforts to recruit new athletes through engagement with PSOs, rehabilitation centres, clubs, and other organizations.
- Lead Cycling Canada's national classification initiatives, in collaboration with Canadian Paralympic Committee and Own the Podium.
- Refine and operationalize the delivery of the para-cycling development pathway from initial recruitment to national team readiness.
- Conduct regular athlete assessments and adjust programming based on performance data and athlete feedback.
- Design and oversee Yearly Training Plans and Individual Performance Plans for identified development athletes.
- Support athlete transitions across classification categories, cycling disciplines, and from other sports (talent transfer).
- Contribute to a national strategy for talent identification and talent transfer in partnership with the Canadian Paralympic Committee and Own the Podium.
- Contribute to the continued refinement and implementation of the Para-Cycling Gold Medal Profile and long-term athlete development benchmarks.

Event Preparation and Support

- Support athletes at domestic and international events including World Cups and World Championships.
- Provide in-competition coaching and logistical support.
- Support delivery of regional and national para-cycling development camps.
- Contribute to the preparation of targeted athletes for integration into high performance environments.

Administrative Duties

- Maintain accurate and up-to-date records of athlete training, performance, and classification status on designated platforms.
- Collaborate with internal departments on scheduling, logistics, and domestic event integration.
- Support planning and tracking of athlete classification processes to ensure alignment with development timelines.
- Prepare reports and planning documents for funding partners, and system stakeholders.

- Serve as the primary point of contact for all inquiries related to para-cycling development, outreach, and classification.
- Other administrative duties as required.

Community Engagement

- Act as an ambassador for Cycling Canada.
- Provide mentorship to emerging coaches and support the delivery of para-specific coaching education and workshops.

Travel

Extensive travel will be required to support development camps, competitions, outreach, and classification events across Canada and internationally.

Education and Qualifications

- Post-secondary degree in kinesiology, sport science, coaching, or a related field—or equivalent professional experience in high-performance sport.
- NCCP Competition-Development certification (or equivalent); Advanced Coaching Diploma considered an asset.
- Minimum 5 years of coaching experience in a high-performance or talent development environment.
- Experience working with para-athletes or in para-sport settings
- Familiarity with the classification process and its impact on athlete development.
- Strong verbal and written communication skills in English; bilingualism (English and French) is considered a strong asset.
- Current standard First Aid and CPR certification (or willingness to obtain upon hire).
- Ability to work evenings and weekends, as required by camps, events, and travel schedules.
- Valid driver's license, the ability to drive manual transmissions is considered an asset.

Core Competencies

- Talent Identification & Development: Demonstrated experience identifying, recruiting, and developing athletes—particularly those new to high-performance sport or transitioning from other sports (talent transfer).
- Technical & Tactical Expertise: Strong knowledge of training principles, race tactics, and equipment considerations specific to para-cycling.
- Athlete-Centred Coaching: Commitment to ethical, inclusive, and individualized coaching practices that support both performance and well-being.
- Classification Understanding: Practical understanding of para classification systems, including coordination with classifiers and implications for athlete training.
- Program Planning: Proven ability to build and implement Yearly Training Plans (YTPs), Individual Performance Plans (IPPs), and periodized camp structures.

- **Communication & Collaboration:** Skilled at working across disciplines and organizations; able to liaise with clubs, PSOs, system partners, and other national team coaches.
- **Leadership & Mentorship:** Ability to guide emerging coaches and contribute to a positive, collaborative team culture.
- **Organization & Administration:** Strong skills in planning, record keeping, logistics, and reporting to internal and external stakeholders.

Interested?

If you are passionate about para-sport development and ready to lead the next generation of Canadian para-cyclists, we'd love to hear from you.

Please send a cover letter and resume to general@cyclingcanada.ca, citing the position title in the subject line by **Aug. 4, 2025**. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Cycling Canada 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 discrimination.

Note: A criminal record check will be required for the successful candidate prior to hiring.