



## **JOB DESCRIPTION**

### **1.0 DESCRIPTION:**

- 1.1 ORGANIZATION:** CANADIAN AMATEUR ROWING ASSOCIATION
- 1.2 TITLE:** **Senior Coach - Pathways**
- 1.3 JOB CATEGORY:** FULL TIME (EMPLOYEE)
- 1.4 IMMEDIATE SUPERVISOR:** **National Team Lead Coach**
- 1.5 ULTIMATE RESPONSIBILITY:** **High Performance Director**

### **2.0 RESPONSIBILITIES AND DUTIES**

#### **2.1 GENERAL**

Rowing Canada Aviron (RCA) is committed to developing world-class athletes and achieving podium success at the Olympic Games and other major international competitions. The Senior Coach - Pathways position is a key role contributing to RCA's High Performance strategy, designed to strengthen the athlete development pipeline and ensure seamless progression from talent identification to elite performance.

This role combines hands-on coaching at RCA's National Training Centre (NTC) with strategic athlete recruitment and development. The Senior Coach - Pathways works closely with the National Team Lead Coach and High Performance staff to deliver daily training support, monitor athlete progress, and implement individualized performance plans that address technical, physical, and tactical gaps.

Beyond daily coaching, the position focuses on identifying and engaging athletes with the potential to represent Canada at the highest level. This includes fostering long-term development, building strong relationships with athletes and their coaches, and guiding progression through RCA's Athlete Development Pathway. The individual in this role will bring a thorough view of athlete development—technical, tactical, physical, lifestyle, and emotional competencies—supported by evidence-based tools and feedback mechanisms.

The Senior Coach - Pathways is integral to RCA's vision of sustained international success, ensuring that Canada's next generation of rowers is prepared to meet the demands of Olympic-level competition.

The Senior Coach - Pathways will have a minimum RCA Performance Coach Certification (or equivalent) as recognized by RCA and the Coaching Association of Canada, with a record of ongoing professional development. They will have experience coaching crews at Under 23 or higher international events with a track record of coaching crews to top performances.

## **2.2 Specific**

### **A. National Training Centre Coaching**

- Deliver daily training support for programs and events at RCA's National Training Centre (e.g., Olympic Games, World Championships, World Cups, Pan American Games, U23 World Championships).
- Coach athletes with progressive technical, physical, and tactical guidance aligned with the National Team Lead Coach's principles.
- Develop and implement criteria and procedures for training and racing team selection in collaboration with HP staff.
- Allocate coaching resources effectively within daily, weekly, and yearly plans established by the National Team Lead Coach.
- Execute fair and transparent selection activities to support athlete ranking and crew formation.

### **B. Athlete Development**

- Develop and manage a National Athlete Pool to ensure a robust talent pipeline.
- Recruit athletes and promote programs to expand participation and engagement.

- Track performance and conduct Gold Medal Profile assessments to monitor athlete progress.
- Create and implement Individual Athlete Performance Plans (IAPPs) tailored to development needs.
- Advise on pathway development and key decisions to optimize athlete progression.
- Engage athletes with National Team activities including events and camps.
- Identify individual development gaps and coordinate targeted support with coaches, SSSM teams, and HP resources.
- Plan and deliver visits, camps, and clinics aligned with pathway objectives.
- Assess athletes' physical, technical, and tactical capabilities against key performance benchmarks.
- Collaborate with coaches and HP experts to implement support strategies for pathway athletes.
- Collaborate with Talent ID athletes and their coaches to ensure access to targeted development resources and guidance, fostering their advancement on RCA's High Performance
- Support the development of National YTP's and Training programs.

#### C. Coach Mentorship and Engagement.

- Act as a Mentor to and maintain connectivity with coaches of athletes identified within the athlete pool.
- Engage and promote development opportunities within the NTC and other RCA Coaching initiatives.

#### D. Other

- Track athlete progress and maintain accurate records of training and competition results.

### **3. Degrees of Supervision**

The Senior Coach - Pathways coach shall be accountable to the National Team Lead Coach and ultimately the High Performance Director.

### **4. Power of Decision**

The Senior Coach - Pathways Coach shall participate in meetings specific to the job requirements and will be responsible for making recommendations and contributions where necessary. The individual will have sufficient authority to act in the daily management of program areas

in accordance with the policies of RCA and the job description. Beyond these limits, the individual is required to have decisions approved by the appropriate program lead.

## **5. Key Performance Indicators**

1. Athlete Progression Rate – Percentage of athletes transitioning from NextGen programs to the National Training Centre or Senior National Team.
2. Performance Improvement Metrics – Measurable improvements in athlete performance (e.g., erg scores, race results, GMP assessments) tracked over time.
3. Quality and Effectiveness of Individual Athlete Performance Plans (IAPPs) – Number of athletes with active IAPPs and the effectiveness of these plans in addressing performance gaps.
4. Coach Engagement and Mentorship Impact – Number of coaches supported or mentored and feedback on the quality of engagement and knowledge transfer.
5. Talent Identification and Recruitment Success – Number of new athletes identified through Talent ID initiatives and their retention and progression within the HP pathway.