



JOB POSTING

Job Title:	Lead Development Coach
Reports To:	Head Coach, Paddling Chair and Commodore
Status:	Year-Round, Full-Time

ABOUT MASKWA

The Maskwa Aquatic Club (www.maskwa.ca) is a non-profit organization dedicated to providing high performance paddling activities, as well as quality outdoor recreation, exercise and fun to Halifax and the surrounding community. For 47 years, Maskwa has been the centre of Halifax's paddling community. It has developed junior and elite-level paddlers, including 2012 Olympic bronze medalist, World Champion, and world record holder Mark de Jonge.

SUMMARY

We are currently seeking a **Lead Development Coach** to join the Maskwa coaching team. The success of our Paddling Programs, which include High Performance, Summer Paddling Program, Master's Program, and seasonal programs such as Fall & Spring Paddling, are important to the Club. The successful candidate will aid in the development of these programs, and Maskwa's athletes, in keeping with athlete LTAD and Maskwa's short and long-term goals.

QUALIFICATIONS

- Certified ELCC required, Comp-Dev training/certification an asset
- Pleasure Craft Operator license
- First Aid/CPR certification
- Criminal Record Check/Vulnerable Sector Check completed prior to start of employment
- Experience and success working with Development canoe/kayak athletes (Ages 10-15)
- 5 years minimum canoe/kayak coaching experience
- Familiarity with both canoe and kayak techniques and the CanoeKayak Canada Long Term Athlete Development Model
- University enrolment or Degree in Physical Education or Kinesiology is an asset but not a requirement.

DUTIES

Leadership and Maskwa Values

- Be a leader for athletes and seasonal staff, providing a welcoming, safe, and challenging atmosphere on- and off- water
- Participate in supervision of the paddling program and undertake any special projects, tasks or assignments as assigned by the Head Coach, Paddling Chair or Commodore

- Reinforce objectives, process, strategies, philosophies and regulations set out by the Head Coach, Paddling Chair and/or Board of Directors
- Ensure compliance with Maskwa's policies and applicable laws and regulations of CKC, ADCKC, Sport Nova Scotia and all applicable provincial and federal laws, as well as regulations that oversee roads and waterways (i.e.: safety boats prepared and on-water, life jackets on U16 paddlers etc.)
- Ensure that Maskwa's expectations regarding care of equipment and the facilities are adhered to – respect for the club and club equipment are the responsibility of all staff and paddlers
- Full adherence to the Coach Code of Conduct (Appendix A) is required.

Development Program

- Develop a year-round and weekly training plan for the club's year-round development athletes.
- Communicate practice and competition plans to parents and athletes.
- Work individually or with assigned junior coaches to deliver on- and off- water programming for development athletes consistent with Maskwa's program goals and their experience, fitness, and skill levels.
- Work with the Head Coach, ensuring that the on- and off-water programming is consistent with long-term athlete development principles and Maskwa's program structure and vision.
- Explain and enforce safety rules and regulations, demonstrate consistent compliance with workplace health and safety regulations and Maskwa, CKC, and ADCKC Safety guidance.
- Complete regatta entries and coordinate boat loading and travel for assigned athletes and groups.
- Work with the Head Coach and Assistant Head Coach to identify athletes with the ability to move forward into the High Performance or Academy Programs.

Other Coaching Duties

- Assist the Head Coach/Assistant Head Coach with on- and off-water coaching duties as required, including morning training sessions and coverage for travel, illness, vacation, or training camps.
- Provide coaching for summer program development groups and other summer program groups as assigned.
- Support the Head Coach and Summer Program Coordinator in completing administrative and leadership tasks throughout the summer program.

Administrative Responsibilities

- Ensure weekly attendance for assigned groups is recorded and retained as required.
- Participate in meetings (internal and external) as required.
- Communicate clearly, consistently, and regularly (both verbal and written) with athletes and parents.

WORKLOAD

The average work week for the Lead Development Coach is 40 hours/week, though it is understood that the hours of work will vary seasonally.

- Attendance at regattas with Maskwa athletes participating is mandatory. Arrival and departure times for regattas are determined by the Head Coach and may require early arrival to load/unload boats and prepare for the competition.

- It is understood that workload will increase during the summer months to ensure the success of the Maskwa summer paddling programs.
- The Lead Development Coach will be required to work early morning and evening sessions, in conjunction with scheduled practice times.
- It is expected that the Lead Development Coach arrives no later than 30 minutes prior to the start of scheduled offseason programming and remains at the club until equipment is properly stored, all athletes have left, and the club is secured.

COMPENSATION

Maskwa offers a competitive salary with exact compensation commensurate with experience. We also offer a benefits package that includes health and dental coverage.

**Please send cover letter and resumé to info@maskwa.ca
by February 26, 2021 to be considered for this position.**

Appendix A - Coach Code of Conduct

As a Coach, You Have a Responsibility to:

- Treat everyone fairly within the context of their activity, regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
- Respect athletes' dignity. Verbal or physical behaviors that constitute harassment / bullying or abuse are unacceptable (definition of harassment or bullying is attached as **Appendix B**).
- Direct comments or criticism at the performance rather than the athlete.
- Protect children from harm and abuse.
- Never become intimately and / or sexually involved with their athletes. This includes requests for sexual favors or threat of reprisal for the rejection of such requests
- Consistently display high personal standards and project a favorable image of their sport and of coaching to athletes, athletes' families, other coaches, officials, spectators, the media and the general public.
- Refrain from public criticism of fellow coaches and ADCKC / CKDC (applies to publications, social media and verbal criticism outside of constructive feedback where the intent is work related).
- Refrain from the use of alcoholic beverages or recreational or illegal drugs with or in the presence of athletes at all times. Never advocate or condone the use of drugs or other banned performance enhancing substances. Never provide under age athletes with alcohol.
- Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of their duties.
- Establish a safe working environment for the athletes and the other coaches with whom they work. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their part in contributing to a safe environment.
- Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well-being as foremost when making decisions regarding an injured athletes' ability to continue playing or training.
- Regularly seek ways of increasing professional development and self-awareness.
- Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules. A key role for a coach is to prepare athletes to respond to success and failure in a dignified manner.

- In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
- Discourage inappropriate behavior in training, competition, and away from the sporting arena
- Interactions and communication with CKC athletes training at Maskwa and all CKC staff needs to be respectful and professional. Should an incident or complaint arise it should be filed with the Board and handled appropriately.
- Respect athlete confidentiality and recognize a Coach's position of trust but also power in relation to an athlete. Maskwa coaches must refrain from discussing athletes by name, their training and performances and all private matters shared by the athlete in confidence with fellow athletes and others in general. The only exception would be if the coach learns of information that would cause the athlete or another person harm or danger, and in that case the Coach has a duty to report that information to the appropriate body.

Appendix B - Definition of Harassment or Bullying

Coaches must always act with a high degree of integrity and must not engage in any harassing activities.

Harassment takes many forms but can generally be defined as behavior including comments and / or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual of groups or individuals or which creates an uncomfortable environment.

Harassment or bullying may include:

- written or verbal abuse or threats;
- sexually oriented comments;
- racial or ethnic slurs;
- unwelcome remarks, jokes, innuendos, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion etc.;
- displaying sexually explicit, racist or other offensive or derogatory material;
- sexual, racial, ethnic or religious graffiti;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
- leering (suggestive staring), or other obscene or offensive gestures;
- condescension, paternalism or patronizing behavior which undermines self-respect or adversely affects performance or working conditions;
- physical conduct such as touching, kissing, patting, pinching, etc.;
- vandalism;
- physical assault