



A sub-committee of Snow Australia ABN 98 063 859 423

Snow Australia
NSWACT XC Committee
PO Box 740
Jindabyne
NSW 2627
Peter Ward – 0409 338 978
nswxc1@gmail.com

Snow Australia NSWACT XC Head Coach Expression of Interest – December 2019

Snow Australia is seeking Expressions of Interest from suitably qualified and experienced XC coaches in an overall position as 2020 NSWACT XC Head Coach or in parts of the position, as described below.

The main role of the NSWACT XC Head Coach is to provide coaching and athlete development oversight for the northern Snow Australia regional pathway programs, including coordinating training camps and on-snow coaching during the Australian winter. The position may be part-time or full-time, full-year or part-year, dependent on available resources and the availability of the coach.

Please submit your EOI, including your proposed job inclusions, CV and references, in writing to the NSWACT XC Chair, Peter Ward (nswxc1@gmail.com), by 1700 hrs, AEST, Friday 21st February 2020.

Remuneration, details and conditions will be determined based on whether the position is full-time or part-time, the experience of the candidate and the eventual roles filled.

*Peter Ward
Chair
Snow Australia NSWACT Cross Country Committee
December 2019*

ABOUT SNOW AUSTRALIA

Snow Australia is affiliated with the Federation Internationale de Ski (FIS), the Australian Olympic Committee, and the Australian Sports Commission.

Snow Australia is responsible for the athlete pathways including operation of events and programs in alpine skiing, cross country skiing, freestyle skiing, and snowboarding.

Mission: To provide opportunity for athletes involved in snowsports to achieve at their highest level.

Vision: To have clearly identified and supported athlete development pathways from entry level to elite performance, whereby athletes can achieve at their highest level.

ABOUT NSWACT XC

NSWACT XC is a sub-committee of Snow Australia.

NSWACT XC is responsible for the athlete pathway of cross country skiing in NSW and ACT. This includes support for the development of regional entry-level programs, programs for athletes within the Australian Athlete Development pathway and for higher performing athletes, with the ultimate aim of Australian National XC Team selection.

Position Title: Snow Australia NSWACT XC Head Coach

Contract Period: April 2020 to March 2021, starting date negotiable, with option to extend to March

2022 EOI Due Date: By 1700 hrs, AEST, Friday 21st February 2020

Contact: Peter Ward, nswxc1@gmail.com

POSITION OVERVIEW

The main role of the NSWACT XC Head Coach is to provide coaching and athlete development oversight for the northern Snow Australia (Snow AUS) regional pathway programs, including coordinating training camps and on-snow coaching during the Australian winter.

The position may be part-time or full-time, full-year or part-year, dependent on available resources and the availability of the coach. The identified roles (below) might also be filled by multiple people who have particular skills and interests.

An additional part of the role, dependent on available time and resources, includes sport development activities such as assisting with coach education and development, grass-roots development, and raising the profile of the sport.

Dependent on their home location, the NXC Head Coach may also be involved with regular local pathway program dryland weekly training. Such involvement would depend on the NXC Head Coach availability and be negotiated with local pathway program.

The NXC Head Coach may also be provided with the opportunity to take on roles with the Snow AUS XC High Performance program, including National Team camps and International Tours. Such involvement would depend on the NXC Head Coach availability and be negotiated with the Snow AUS XC Program Director.

It is important that the coach develops and maintains a strong relationship with the NSWACT program co-ordinators, facilitators and recruiters. If the relationship is positive, practical assistance and support is available from them.

It is imagined that there will be a small NSWACT group to work with the coach/coaches to facilitate programs and recruiting of athletes. A single contact person for discussion of day-to-day issues will be arranged.

JOB DESCRIPTION

LEADERSHIP / PROGRAM DIRECTION

- Provide year-round leadership and direction for northern Snow AUS XC pathway programs.
- Determine athlete development / program priorities for northern Snow AUS XC pathway programs.
- Ensure the Snow AUS XC Program Director, relevant Snow AUS staff, and NSWACT XC committee are briefed on key strategies, activities, projects, and issues.
- Contribute to a positive organisational culture which is focused on good communication, delivering results, personal responsibility and excellence in service provision.

COACHING / ATHLETE MANAGEMENT

- Write individual training programs for NSWACT National Junior Team athletes.
- Work with pathway program coaches to provide group training plans for different levels of athletes.
- Maintain good communication with athletes' individual coaches where appropriate.
- Coordinate athlete goal-setting and reviews, using Individual Performance Plans for higher level athletes.
- Coach on National Team camps when scheduling with northern programs permit.
- Foster a positive team culture and assist athletes to develop effective training environments.
- Coordinate athlete education (training methods, monitoring, psychology, recovery, nutrition etc.) in line with Snow AUS XC FTEM guidelines.
- Provide hands-on coaching in local programs

PATHWAY PROGRAMS

- Oversee roll-out of national periodisation and FTEM based athlete development guidelines to regional pathway

programs.

- Determine the yearly schedule of NSWACT training camps and coordinate the organisation of these camps in conjunction with each of the regional programs.
- Maintain regular communication with pathway program coaches and leaders.
- Visit each region on a regular basis and co-coach with local coaches.
- Assist with local coach recruitment, education and development where appropriate.
- Provide a mentoring role with up-and-coming coaches.
- Develop connections with local athletes.

WINTER ON-SNOW COACHING

- Determine winter program structure with input from regional pathway program coaches and leaders and local program co-ordinators and facilitators.
- Coordinate daily winter training activities during training camps and designated training periods.
- Recruit, oversee and direct assistant coaches during winter program activities.
- Assist athletes with technique development in both classic and freestyle.
- Provide and coordinate race and waxing support for designated competitions.
- Maintain good communication with all winter program stakeholders.
- Conduct training and waxing education sessions.

SPORT DEVELOPMENT

- Coordinate delivery of Snow AUS XC Grassroots development programs where appropriate and when time permits.
- Assist with coordination and delivery of Snow AUS XC Coach education program.
- Provide expert advice and assistance where appropriate to event organisers.
- Supply or coordinate reports and images for media and social media.
- Assist with promotion of PXC and to raise the profile of Australian cross country skiing domestically.
- Assist with any other Snow AUS general duties or projects as requested by the CEO, Cross Country Program Director and/or Performance Pathway Manager from time to time, subject to availability, funding and other NXC coaching responsibilities.

KEY SELECTION CRITERIA

- Demonstrated ability to motivate and inspire athletes and assist them in striving towards their goals.
- Demonstrated communication skills with athletes, parents and coaches.
- Demonstrated ability to manage diverse levels of athletes.
- Demonstrated ability to manage and adjust individual training programs.
- Demonstrated ability to work independently and as part of a team.
- Demonstrated knowledge of skiing techniques and ability to refine athletes' technical skills.
- Demonstrated organisational skills, in particular in relation to coordinating a diverse coaching program
- Demonstrated race support skills including classic waxing, glide waxing and race day organisation.
- Demonstrated ability to resolve issues within a team environment.
- Demonstrated leadership skills and ability to make decisions under pressure.

Qualifications/Experience

- Hold XC skiing coaching qualifications or tertiary sports degree either within Australia or internationally.
- Experience in XC coaching/managing athletes/team programs.
- Experience in XC training and competing.
- Current First-Aid certification.
- Current Working with Children check (or equivalent state certification). International applicants will be assisted to obtain this requirement.
- Current Australian or International drivers' licence.