About Synchro Canada

Synchro Canada is an organization that fosters the pursuit of excellence while developing athletes, citizens, and ambassadors of the sport of synchronized swimming at all levels. From its 1924 beginnings in Montréal, synchronized swimming has been actively pursued by more than 70 countries worldwide. Canada proudly ranks among the best of these nations.

Synchro Canada is inviting applications for

Head Coach and Assistant Coach positions for the 2017-2018 Junior National Team

that will compete in the FINA 2018 Junior World Championships

TIME COMMITMENT

The minimum time commitments required for this position are:

November 22-26, 2017 Fall Development & Selection Camp
*March 20-25, 2018 2018 Canadian Qualifier Championships
March 26-27-28, 2018 Final Team Selection
*April 25-29, 2018 Canadian National Championships
May 5-27, 2018 Training Camp #1
June 3-24, 2018 Training Camp #2
June 30-July 23, 2018 Training Camp #3 & #4, World Championships

Ongoing planning, conference calls, meetings, athlete monitoring
*If not already attending the event with a Club Team

CORE COMPETENCIES

- Displays a comprehensive understanding of all stages of Synchro Canada’s Long-Term Athlete Development model and the role of coaches, officials and volunteers in the development of synchronized swimming and swimmers
- Displays a comprehensive understanding of international competition at the Junior level and what is required for Canada to be successful at the 2018 FINA Junior World Championships
- Demonstrated understanding of the development of routines at the junior international level, and what is required for Canada to be successful at the 2018 FINA Junior World Championship
- Demonstrated commitment to the application of sport science and research to the analysis of synchronized swimming – from physiological to technical and tactical perspectives
- Has a coaching philosophy that complements and supports Synchro Canada’s Long-Term Athlete Development Model, Gold Medal Profile and Podium Pathway
- Demonstrated ability to fairly evaluate and select athletes
- Demonstrated ability to correct and teach athletes in an inclusive and positive manner
- Strives to be “leading edge” and innovative, continually looking for opportunities to advance Canada on the international stage
• Displays excellence and inspires excellence in others, ensuring quality and accuracy, raising the standards for delivery of the National Junior Program
• Demonstrated ability to participate in a cohesive, unified team all working toward a common goal with passion and excitement
• Displays exceptional professional behaviour
• Displays leadership in respectful communication
• Represent Synchro Canada, its athletes, staff, volunteers and sponsors in a positive and professional manner at all times
• La capacité à travailler de manière efficace en anglais et en français is an asset

SPECIFIC DUTIES

• In cooperation with the Next Gen Technical Director/Head Coach, plan and execute and the daily training and competitive activities of the athletes integrating the following four components; physiology, psychology, technical and tactical (choreography)
• Maintain regular and positive communication with the athletes, working with them to achieve both their individual and team goals
• Ensure Synchro Canada athletes are well prepared and professionally represent Synchro Canada and our high-performance program both domestically and internationally
• Ensure that standards for individuals and team behavior are implemented as per policies and guidelines, and communicate this information to athletes/parents and team personnel
• Understand and demonstrate the principles of the Synchro Canada Code of Conduct for Coaches on a daily basis

QUALIFICATIONS, EXPERIENCE & KEY SKILLS

• Minimum Synchro Specific NCCP Competition Development.
• University degree in kinesiology, physical education, sport management/business or sports science related discipline (Graduate Certificate in High Performance Coaching & Technical Leadership (HPC & TL) an asset)
• Successful completion of the Respect in Sport Activity Leader/Coach Program
• Vulnerable Persons Criminal Record check completed in the last two years
• Demonstrated understanding of the principles of LTAD in developing high performance athletes
• Proven ability working with a team of athletes who have achieved excellence in their results
• Strong written, verbal and listening communication skills; with excellent interpersonal and multidisciplinary project skills
• Excellence in organizational management with the ability to coach staff, manage and develop high-performance teams, set and achieve objectives and manage a budget
• Demonstrated ability to be a critical thinker and reflective coach
• Excellent coalition building skills with an ability to communicate and work effectively with a variety of stakeholders, a persuasive negotiator able to achieve consensus among varying opinions
• Action oriented, adaptable and innovative
• Passion, integrity, positive attitude, mission-driven, and self-directed.
• Ability to work effectively in collaboration with diverse groups of people
ADDITIONAL JOB REQUIREMENTS

- Performs the duties stated as a responsible employee of the Association observing and supporting all policies and procedures as set by the Board of Directors and observing all policies and requirements as outlined in the Synchro Canada Employee Handbook
- Represents the vision, mission and values of Synchro Canada, and conducts oneself according to ethical standards generally accepted in business
- Ability to travel as required in order to meet the needs of the position.
- Ability to work overtime as required in order to meet fluctuating needs in a timely manner.

APPLICATION PROCESS AND TIMELINES

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>October 11</td>
<td>Call for coach applications</td>
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<tr>
<td>October 20</td>
<td>Deadline to submit resume and tasks (a cover letter is not required)</td>
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<tr>
<td>October 23</td>
<td>Short list process ends (may or may not include phone interviews)</td>
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<td>Successful and unsuccessful applicants notified of the decision</td>
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<tr>
<td>Nov. 22-26</td>
<td>Practical Evaluation - Coaches will attend the November camp and “coach” the Junior Program athletes</td>
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<tr>
<td>December 4</td>
<td>Coaching Staff Selected</td>
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<tr>
<td>December 8</td>
<td>Coaching Staff Announcement</td>
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Apply in confidence by sending your resume (a cover letter is not required) and completed tasks by October 20 to the Chief Sport Officer at: julie@synchro.ca.
RESUME FORMAT

Section One
- What position you are applying for (head coach or assistant coach or both)
- Personal contact info
- 2017-2018 coaching situation (where, your role, the level of the athletes, the routines you are coaching, the number and role of any coaches you are working with that report to you)
- Your NCCP certification information (please include your NCCP #)
- Your lifeguard certification information
- Any additional courses or professional development you have taken
- The languages you speak

Section Two
- Your domestic coaching resume (Club Teams)
  - Start with most recent
  - What was your role?
  - What were the results?

Section Three
- Your high-performance coaching resume (Provincial teams, National teams)
  - Start with most recent
  - What was your role?
  - What were the results?

Section Four
- Your coaching philosophy (no more than 100 words)

Section Five
- Why you should be selected to the 2018 World Junior Staff (no more than 50 words)
1. Submit a short video of the following situations:
   a. You are the one of the team coaches and following the selection process for the World Junior Championships team, you need to tell an athlete they have not been selected.
   b. You are the head coach and you need to talk to your assistant coach about unprofessional behavior you have witnessed from them.

   ✓ Each video should be no longer than 3 minutes.
   ✓ Speak into the camera as if it was the person you are talking to
   ✓ The focus is the start of your conversation, and not a back and forth with the person.

2. You are 4 weeks away from leaving for a one-week training camp prior the 2018 World Championships and your technical team is still struggling with their counts and synchronization. What is your plan to fix this? Provide a detailed training plan for the first week of the 4 weeks.

3. When looking at the rest of the world, what in your opinion are the keys to success for Canada at the 2018 Junior World Championships. Please identify athlete requirements (what key skills do they need to have), as well as what is required in Canada’s routines for them to challenge for a spot on the Podium.

4. If you were selected to be on the coaching staff, how will you go about engaging the Synchro community in helping prepare the athletes for success.

5. What is your training plan for the period prior to the start of the Championships (July 8-17) when it comes to frequency and length of training sessions, intensity of training sessions, rest and recovery strategies? You will depart Canada on July 7th and go to a staging camp not too far from the competition site.

   ✓ Answer the question being asked
   ✓ Be concise and provide appropriate details
   ✓ Ensure the format is easy to read