

Position: Junior Head Coach – Don Rowing Club of Mississauga

Start Date: August 26, 2024

End Date: March 31, 2026

Organizational Overview

Don Rowing Club of Mississauga (DRC) is the only rowing facility in the City of Mississauga. Its mission is to “Provide opportunities for all members of our community to row for life in all its forms at a local, provincial, and national level” To learn more about the club and its rich history please visit <https://donrowingclub.ca/>.

The Don Rowing Club follows the RCA Athlete Development Pathway and supports a safe and fun environment for all athletes. This position requires a commitment to DRC’s Mission and Cultural Values.

Nature and Scope

We are seeking a dedicated and experienced Junior Head Coach to join our team. As the Junior Head Coach, you will be responsible for overseeing the development, training, and competitive success of both our Junior Development and Junior Competitive programs.

The Junior Head Coach will lead a coaching team (the program) of two to three junior coaches at DRC, with the primary goal to coach youths ages 13 – 18 years old. The program operates year-round with six practices per week and ranges from 30 – 50 athletes. Number of practices may increase during on-water season in preparation for key regattas. The Junior Head Coach reports to DRC’s VP Operations.

Key Responsibilities

1. Program Development:

- Design and implement a comprehensive training program for junior rowers.
- Develop seasonal training programs, ensuring progression and peak performance during competitive season.
- Managing and mentoring Junior Development coach(es)

2. Coaching and Training:

- Assume lead role in coaching the DRC Junior Competitive Program.
- Follow the Rowing Canada Aviron LTAD program within the organization.
- Develop skill set matrix to transition junior development athletes to competitive program.
- Foster an inclusive, positive, and supportive team environment.

3. Athlete Development:

- Assist athletes in setting and achieving personal goals related to rowing and overall athletic development.
- Prepare athletes for competition, including race strategy, mental preparation, and technical proficiency.
- Monitor progress of junior rowers, tracking performance metrics and adjusting training plans as needed.

4. Leadership and Mentorship:

- Be a role model and mentor to junior athletes, promoting sportsmanship, integrity and a strong work ethic guided by DRC Cultural Values.
- Inspire and motivate athletes to reach their full potential, both on and off the water.

5. Administrative Responsibilities, Equipment, and Scheduling

- Assist in organizing and coordination team logistics, including travel/trailer arrangements, equipment management, and competition schedules.
- Maintain accurate records of athlete participation, performance evaluations, and training progress using iCrew club management system.

- Ensure compliance with SafeSport and all DRC safety protocols and guidelines during training and competition.

Qualifications

- RCA Coach certified or equivalency
- Current Standard First Aid + CPR Certification
 - o WHMIS + Automatic External Defibrillator (AED) an asset
- Pleasure Craft Operators Card
- 2024 Criminal Record Check (CRC/Vulnerable Sector Screening (VSS))
- Valid driver's license
 - o Experience trailing boats an asset
- Proficiency in Microsoft Office, Google Workspace

Competencies

- **Teamwork** – actively builds teams and encourages transparency for maximum organizational effectiveness
- **Outstanding Communications Skills** – communicates efficiently and confidently (verbal and written) with athletes, parents/guardians, board executives, coaches.
- **Initiative** – Does the right thing at the right time without being asked.
- **Commitment to Service Excellence** – deliberately identifies and creates opportunities to enhance individual's experience.
- **Concern for Health and Safety** – Acknowledges and understands how to manage and educate others of risk and harm reduction.

Hours of Work and Remuneration

Hours are variable based on the seasonal needs of program and athletes. Hours are expected to be Monday to Friday 4pm to 6pm and Saturday 7 to 9 am. Administrative and or any community-based initiatives are expected to take on average 2- 5 hours per week. Successful candidate will be paid \$25 - \$30/hr depending qualifications.

Accessibility

We are an equal opportunity employer. We welcome and encourage applications from people with disabilities. We will work with you to accommodate your needs in line with the goals of the of the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Should you require accommodation through the application or interview processes, or any stage of the recruitment process, please contact DRC directly at the contact provided below.

Interested in the opportunity? We are accepting applications including your resume no later than August 18, 2024.

Walter Benko
DRC VP of Operations
wbenko52@gmail.com

We thank all applicants, however, only those considered for an interview will be contacted.