

# SKI & SNOWBOARD AUSTRALIA

## POSITION DESCRIPTION

POSITION TITLE:	Cross Country Skiing Head Coach	REPORTS TO:	Cross Country Skiing High Performance Manager
BUDGET RESP:	TBC	DIRECT REPORTS:	SSA XC International Event Coaching Staff & Athlete Services Staff
LOCATION:	Varied	STATUS:	Full-time
PREPARED BY:	Cross Country Skiing High Performance Manager	REVISION:	January 2016
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### ABOUT SKI & SNOWBOARD AUSTRALIA

SSA is the nationally and internationally recognised National Sporting Organisation (NSO) for competitive snow sports in Australia by virtue of its affiliations with the Fédération Internationale de Ski (FIS) and the Australian Olympic Committee (AOC), the Australian Paralympic Committee (APC) and the recognition of the Australian Sports Commission (ASC).

SSA manages athlete pathways, conducts events and programs in Alpine Skiing, Cross Country Skiing, Freestyle Skiing, Snowboarding, Para-alpine and Para-snowboard, including specialty sub discipline activities within each.

SSA has the overarching responsibility for the entire national athlete pathway, from entry level through to elite, across all disciplines. To meet this responsibility, SSA engages with many different organisations including ski resorts, Federal & State Governments, State Sporting Organisations, Clubs, sporting institutes and industry peak bodies.

#### SSA Purpose

To support Snowsport athletes and develop Champions

#### Strategic Priorities:

- High Performance
- Sport Development & Participation
- People Development
- Business Development

### PRIMARY PURPOSE OF THE ROLE

The Head Coach will primarily be responsible for coaching and leading athletes on the SSA Cross Country Skiing National Team. This includes at major international events, during international tours, on-snow during the Australian winter and during dryland training periods between winters. Coaching of athletes includes overseeing year-round physical, technical and psychological development.

A significant part of the Head Coach role will also include working with the SSA Cross Country Committee and state sporting bodies to develop cross country skiing in Australia, including providing direction to underpinning programs, promoting the sport domestically, and supporting athlete/coach development pathways.

## RESPONSIBILITIES

### LEADERSHIP

- Oversee direction and implementation of SSA XC High Performance Program
- Lead the Australian Team at international events, international tours and training camps
- Ensure the Cross Country Skiing High Performance Manager, SSA XC committee, and relevant SSA staff are briefed on key events, projects, and issues
- Contribute to a positive organisational culture within SSA which is focused on delivering results, personal responsibility and excellence in service provision

### COACHING / ATHLETE MANAGEMENT

- Oversee athlete physical and psychological development on a year-round basis
- Oversee daily training and technique development during training camps and on international tours
- Foster a positive team culture and assist athletes to develop effective training environments
- Coordinate team support staff during training camps
- Maintain good communication with athletes' individual coaches and state team coaches
- Facilitate athlete monitoring and reporting through Individual Performance Plans
- Coordinate provision of athlete servicing including medical/physical screening and physiological testing

### INTERNATIONAL EVENT/TOUR SUPPORT

- Lead the Australian Team for World Cup, World Championship and Winter Olympic competition
- Plan and coordinate travel and accommodation logistics and event/training equipment requirements
- Manage event/tour budgets and reconcile expenses with SSA accounts
- Oversee or provide waxing and other race support as appropriate
- Coordinate coaching and waxing support staff
- Supply or coordinate team reports and images for media and social media
- Provide detailed post-event and post-season reports

### ATHLETE/SPORT DEVELOPMENT

- Develop and improve the capabilities of SSA pathway programs, targeted coaches and event organisers
- Build strong relationships with Australia's high performance sport network and the domestic and international cross country skiing community
- Strive to continually build stronger relationships among the snow sport community including resorts, state associations, race organisers, volunteers, and committee members
- Assist to raise the profile of Australian cross country skiing domestically
- Assist with delivery of the SSA XC Coach education program

Assist with any other general duties or projects within the SSA Office as directed by the CEO, High Performance Manager and/or National Pathway & Programs Manager from time to time.

## RELATIONSHIP MANAGEMENT

### Internal (SSA)

- SSA XC High Performance Manager
- SSA National Pathway & Programs Manager
- SSA Administration
- SSA XC Committee & Sub-Committees
- Part-time/Volunteer Support Staff

### External

- Team partners & supporters
- State coaches and programs
- High performance institutes and academies
- International & domestic race organisers
- Equipment suppliers & retailers
- Resorts, clubs, race organisers

## KEY PERFORMANCE AREAS

- Facilitate high quality domestic and international training environments for National Team athletes
- Ensure high quality support provided at all major international competitions
- Australian led Junior/U23 Teams training overseas each year and competing at the Junior/U23 World Championship
- Coordinated and cohesive training at Falls Creek National Training Centre throughout Australian winter
- Improve athlete technique during the Australian winter at the Falls Creek National Training Centre
- Provide sport medicine and sport science support, and educate athletes on nutrition, sport psychology, training theory, recovery and personal excellence
- Oversee effective athlete development pathways and coaching pathways feeding into state/national teams
- Develop a strong brand for the National Team and build a vibrant cross country ski racing community
- Develop good team spirit and cohesion and provide positive role models for Australian sport

## PERFORMANCE IMPACT/OUTCOMES

- Top 30 Result in OWG 2018 and four athletes competing in OWG 2018
- Top 30 Results on Word Cup, World Championship & World Junior/U23 Championships
- Top 50% and 80% of field results on Word Cup, World Championship & World Junior/U23 Championships
- Minimum 8 athletes competing at World Championships in 2017
- Minimum 4 athletes competing at the World Junior/U23 Championship each year

## RECRUITMENT AND SELECTION FOR THIS POSITION

PERSONAL QUALITIES	<ul style="list-style-type: none"> <li>▪ Energy: a passion for snow sports, a positive attitude</li> <li>▪ Leadership: visionary, strategic and ability to think “big”</li> <li>▪ Entrepreneurial: fresh ideas, bold actions, commercial orientation</li> <li>▪ Collaborative and inclusive: engages with others, respects diversity and team work</li> <li>▪ Innovative: fosters a culture of proactive continual improvement, embraces change</li> <li>▪ Flexible: nimble, agile with ideas, people and time management</li> <li>▪ Excellence: a personal commitment to high standards</li> </ul>
SKILLS	<ul style="list-style-type: none"> <li>▪ Excellent communication, presentation and interpersonal skills</li> <li>▪ Demonstrated ability to motivate and inspire athletes</li> <li>▪ Proven leadership skills and ability to make decisions under pressure</li> <li>▪ Demonstrated ability to develop and manage individual ski training programs</li> <li>▪ Demonstrated ability to manage a team of athletes and resolve issues within a team environment</li> <li>▪ High level of organisational skills, in particular in relation to coordinating accommodation, transport and equipment requirements</li> <li>▪ Demonstrated race support skills including classic waxing, glide waxing, and race day organisation</li> <li>▪ Proven ability to develop and manage projects, including well developed administration and planning skills, through to successful delivery within budget</li> <li>▪ Good understanding of digital platforms and an ability to use technology to a reasonable level.</li> </ul>
EXPERIENCE / KNOWLEDGE	<ul style="list-style-type: none"> <li>▪ Experience in coaching elite Australian or international athletes</li> <li>▪ Experience in coaching/managing international teams</li> <li>▪ Demonstrated experience in working with volunteers</li> <li>▪ Technical delegate qualifications or demonstrated knowledge of International Competition Rules</li> </ul>

DESIRED QUALIFICATIONS	<ul style="list-style-type: none"> <li>▪ Relevant Tertiary qualifications (sports coaching or sports science) or equivalent experience</li> <li>▪ Current cross country skiing coach accreditation</li> <li>▪ Current Australian or international drivers licence</li> <li>▪ Current First-Aid certification</li> <li>▪ Current Driver's license</li> <li>▪ Working with Children Check</li> </ul>
REMUNERATION	<ul style="list-style-type: none"> <li>▪ Remuneration will be dependent on the experience of the successful applicant and whether the position is full-time year round. All travel and living expenses will be covered during training camps and on international tours, as well as other negotiated expenses.</li> </ul>
OTHER	<ul style="list-style-type: none"> <li>▪ Successful applicants must be available for extensive travel.</li> </ul>
APPLICATIONS	<ul style="list-style-type: none"> <li>▪ Please submit your resume and letter of interest to: <a href="mailto:jobs@skiandsnowboard.org.au">jobs@skiandsnowboard.org.au</a></li> <li>▪ For additional information contact SSA Cross Country Skiing High Performance Manager Finn Marsland on <a href="mailto:fmarsland@skiandsnowboard.org.au">fmarsland@skiandsnowboard.org.au</a> or +61 408147940</li> <li>▪ Applications close on Friday 18 March, 2016.</li> </ul>