



CLUB PAID COACH PROGRAM

The purpose of the Club Paid Coach Program is to assist Cross Country BC (CCBC) member clubs in establishing full-time, year-round paid coach positions for cross country skiing.

Background Information

- One grant will be available for the 2021-22 ski year.
- The 2021-22 grant will be \$12,000, with the potential of being renewed for up to two more years (at \$10,000 and then \$8,000) depending on the availability of funding and the outcome of annual reviews.
- The successful (club) applicant must commit to offering the coach a salary of not less than \$40,000 annually.
- The coach must be NCCP T2T trained – cross country skiing (minimum) and commit to achieving NCCP L2C trained status in cross country skiing within 12 months of the time of hiring (if they are not L2C trained already).
- The coach must be fully supportive of CCBC's athlete development system and encourage their athletes to participate in the provincial programs they are eligible for.

Eligibility

- The applicant must be a CCBC member club in good standing with the Association.
- The applicant must not have (or have had) a paid coach position with a salary of more than \$20,000 annually during the past two years.

Application Information

- Application deadline: March 15th, 2021.
- To apply, forward the following information to the CCBC Program Coordinator at programs@crosscountrybc.ca:
 - ✓ a letter of intent with a description of the proposed terms of employment (i.e. # of months, salary, proposed starting date);
 - ✓ a job description demonstrating the club's intention to implement CCBC's "Long Term Athlete Development Model", and encourage the development of both volunteer coaches and young skiers according to their respective coach and athlete

development progressions (refer to the role of a club head coach (below) for more information); and

- ✓ the name and NCCP training level of the coach - if already identified. If the coach has not yet been selected, the candidate must be endorsed by Cross Country BC in order for the club to be eligible for the grant.

Applications will be selected for funding based upon:

1. The coach's job description.
2. The terms of employment.
3. The coach's qualifications.
4. The level of contribution of the club.

Enquiries: programs@crosscountrybc.ca

Example Club Head Coach Responsibilities:

Role of the Club Head Coach

In any successful amateur sport club, regardless of the sport, the role of the club head coach is much the same. Inevitably, the club's success can be attributed to a volunteer support structure built on the principles of planning, team work and mentoring. We recommend that you apply these principles in your club program, and discover the rewards!

The head coach is expected to have a strong coaching background and to have, as a minimum, NCCP Competition-Development Coach 'trained' status, or equivalent.

General Responsibilities

The key areas of responsibility for this position are:

- to oversee the development of all club coaches;
- to coordinate the athlete development activities; and
- to coach the racing team (optional).

Duties/Tasks

In carrying out these responsibilities, the head coach performs the following duties/tasks or ensures that others perform them:

- At the beginning of the fall season (late August or early September), all of the club coaches (beginner through to veteran coaches) meet together for a day to review the objectives of the program, the club philosophy and what should be covered in a practice/training session. This is the time the club coaches are updated on news from the ski world, such as changes in emphasis on technique. It is the start-up of the broader club program for the season. Some groups within the club membership would have been training during the summer, but this is the *formal* beginning to the season.
- All of the club coaches from beginner through veteran participate in the planning and budgeting process for the program. That way, everyone learns why things are done the way they are.
- Once a week, all groups/programs meet together and train from one location. This ensures that everyone sees each other at least once weekly, from the youngest beginner skier to the elite senior skiers in the club. This will usually be at on a Saturday and will continue through both the dryland and on-snow sessions.
- Early in the fall, the club coaches have a meeting with the parents to explain the philosophy of the club's athlete development program and the plans for the season.
- At least once a week, the head coach visits the practice sessions for the beginner groups. Sometimes they will assist with the practice, but the real purpose of the visit is to provide evaluation and feedback to the less experienced coaches, many of whom are parents.
- The head coach also coordinates elite skiers from the club to work with the younger skiers once a week. This is implemented for the benefit of *all groups of skiers 14 years of age and younger*.