



**EMPLOYMENT OPPORTUNITIES:
District Development Coordinator
2 contract* positions available - one in SOD and one in NCD
[* hourly range 10 to 40 per month]**

Framework: Cross Country Ski Ontario is the provincial sport organization which governs cross country skiing in Ontario. Our goal is to provide developmentally appropriate training opportunities to ON athletes as they progress along the athlete development pathway. XCSO is home to 4 Districts: Lake Superior Ski District (LSSD); National Capital District (NCD); Northern Ontario District (NOD); Southern Ontario District (SOD); the National Team Development Centre, one of Canada's nationally sanctioned cross-country ski training centres.

The District Development Coordinator positions were launched in 2021/2022 in response to the COVID-19 and the potential limitations for programming. The position was well received in all 4 Districts and we are once again hiring for this position.

XCSO invites applications for 2 contract positions of **District Development Coordinator**, one in each of NCD and SOC districts. The Development Coordinators will work with a strong team of professionals who are committed to developing a cohesive and collaborative approach to athlete development in the province. The Development Coordinators' positions are collaborative in nature and working with club coaches will be an integral part of the role.

XCSO's overarching goal is to support the athlete development pathway in Ontario by assisting and engaging more clubs and athletes in the competitive performance environment.

Independent as well as applicants who have concurrent club positions are encouraged to apply.

The successful applicants will have:

- 3+ years coaching experience
- Minimum NCCP training/certification Train to Train (CCD preferred) or equivalent training and experience
- Strong technical knowledge and analysis of cross-country skiing
- Exceptional communication and interpersonal skills
- Outstanding organizational and time management skills coupled with the ability to work independently and in a team environment
- Sufficient personal ski technique and fitness
- Degree in kinesiology, physiology, coaching, or related field an asset

Primary Responsibilities (SOD, NCD)

The weighting of the following tasks and responsibilities will vary from District to District and will form the basis of the targeted deliverables. XCSO will work with each successful candidate to develop targeted deliverables in collaboration with the District HPC Representative and District stakeholders. It can be modified from time to time based on circumstances within each of the Districts.

Potential disruptions due to COVID-19 may result in the need to modify in-person training to virtual offerings.



1. Along with the XCSO Technical Director, engage with and nurture developing clubs, high school programs or skiing communities within the district, with an eye on engaging these programs in the competitive performance stream
2. Club and Community Outreach:
 1. Identify, connect and establish relationships with clubs and communities in the district
 2. In consultation with the club or community, identify areas for growth.
 3. Arrange for visits to clubs, with their needs in mind, considering coach, parent, athlete and community development objectives.
3. Engage in the planning, management and delivery of District Super Camps (if applicable) – 1 dryland and 1 early on snow camp including:
 - Collaborate training plan design with attending clubs
 - Selection of suitable training sites and venues
 - Communication with District Team (if applicable) and club coaches
 - Prepare a written report for the XCSO High Performance Committee (HPC) which includes a summary of each camp with an analysis from your perspective of areas of strength and areas of improvement in the camp(s)
 - If no Super Camps, supporting talented athletes outside of major clubs in finding development and growth opportunities
4. Potential for Paralympic athlete/club program engagement
5. In consultation with the Technical Director and other Development Coordinator Staff, work to connect with clubs in the other districts in-person or virtually as needed and deemed appropriate.
6. Attend Team Ontario fall/summer camps when possible.
7. Attend monthly team meetings with the XCSO Technical Director
8. Additional district specific tasks, as required.
9. Report to the XCSO Technical Director to be shared with the applicable committee
10. Adhere to Safe Sport, XCSO Responsible Coaching Guidelines and relevant external policies

These positions require the candidate to live in their home district with the ability to operate a remote (home) office. Questions regarding this position should be directed to Liz Inkila admin@xcskiontario.ca, Bryan Dubeau techdirector@xcskiontario.ca or Jack Sasseville jackxcgolf@gmail.com

The application intake process will continue until the position is filled - please submit an application as soon as possible.

Anticipated start date: ~ June 1, 2022 (negotiable). Contract will be negotiated individually based on District needs; roles and responsibilities; and commensurate with experience and education.

Apply, indicating your home District, with a resume, cover letter, and reference contact information. Applicants may apply for multiple roles.

Email documents as a single PDF with the subject line "District Development Coordinator" to:
admin@xcskiontario.ca