

Position: Head Coach, Men's National Team
Location: Montreal – Olympic Park, QC
Job Type: Full-time
Start Date: July 1, 2021 (ideally)



OBJECTIVE OF THE POSITION

Under the direction of the High Performance Director (HPD) the Senior Men's National Head Coach (HCM) is responsible for designing, overseeing the implementation of, and leading Water Polo Canada's (WPC) Senior Men's National Team (MNT) training and competition programs. Delivery of a top eight performance at Los Angeles 2028 and an Olympic qualification in Paris 2024 are the goals guiding the interventions of the HCM.

The HCM will be a key member of the leadership group providing support throughout the high performance stream relative to alignment, programming, coaching and athlete development as well as other aspects as identified within WPC's high performance plan.

ABOUT WATER POLO CANADA

Water Polo Canada (WPC) is the National Sport Organization for Water Polo in Canada. Its vision is to constantly strive to be a leader in High Performance, Growth of Water Polo and Organizational Excellence. Its mission is to create and offer a sport system that allows people to achieve their goals and dreams while respecting the following set of values: Integrity & Respect, Teamwork & Solidarity, Leadership & Accountability, and Excellence & Professionalism.

IDEAL CANDIDATE

The ideal candidate has world-class water polo technical expertise, proven senior international experience and credibility in the area of high-level water polo. A university degree in coaching, sports science and/or physical education and/or a Level 4 National Coaching Certification or equivalent (combination of equivalent training and experience will be considered) is required. The successful candidate will possess excellent leadership and team-building skills combined with exceptional work ethic. The ability to work and excel in multi-disciplinary, cross-functional environments is critical to this role. He or she will behave in an open, transparent, respectful and fair manner with players, team staff, colleagues and partners and has a proven record in demonstrating the highest professional standards when it comes to all aspect of Safe Sport and Responsible Coaching principles. The ideal candidate is also a "student of the sport" of water polo, continually looking at ways to improve and develop. Knowledge of the Canadian Sport System and specifically the Canadian Water Polo landscape as well as the ability to work effectively in both English & French will be considered as important assets.

REPORTING

The HCM reports directly to the HPD and collaborates with various technical and sport science staff.

GENERAL KEY ROLES AND RESPONSIBILITIES

- The HCM is responsible for realizing the WPC's vision and values for the Men's National Team Programs
- The HCM is expected to provide exceptional leadership in developing a world class environment for WPC's Men's National Team programs and will be responsible for conveying a compelling vision and meaningful coach to coach mentoring for High Performance Centre coaches, while further supporting the needs of athletes and the MNT high performance staff.
- The HCM will work directly with WPCs Sport Science Team in the development, implementation and monitoring of yearly and quadrennial high performance plans

- The HCM will work directly with the HPD and National Teams Manager to ensure efficient and effective delivery of the MNT programs in a cost-effective manner as expected and within budget.
- The HCM will plan, oversee and lead the day-to-day operations of the MNT training delivery including technical mentoring of part-time and season national team coaches.
- This position requires extensive domestic and international travel and significant time away from home.

SPECIFIC DUTIES

MEN'S NATIONAL TEAM

- Develop, implement and assess annual and long-term training and competition plans for the Men's National Team in conjunction with the HPD.
- Lead and direct full-time, part-time and seasonal coaches in consultation with the HPD
- In conjunction with the HPD and Pathway Manager develop and implement national team selection procedures that adheres to the Senior National Team Selection Criteria & Process.
- Ensure appropriate files on athlete training, competition results and monitoring of progress are kept as required
- In collaboration with key Integrated Support Team (IST) Members, the Pathway Manager and the HPD ensure the proper monitoring of athlete progression of all athletes in the Senior Men's National Team Talent Pool.
- In collaboration with the HPD and other staff members complete any necessary administrative work for key Canadian High Performance Partners (Sport Canada & Own the Podium).

ATHLETE DEVELOPMENT

- Assist the HPD, Pathway Manager and other part-time or seasonal correct with the implement of Water Polo Canada athlete development pathway. (i.e.: regional scouting, clinics, camps, high performance centres, etc).
- Provide meaningful input and support for developing coaches and water polo players, in the high performance system, as required by the HPD.

COACH DEVELOPMENT

- Assist the HPD and other technical staff in the development and implementation of a national coaching philosophy to complement Water Polo Canada's long-term Training Delivery and Athlete Development Model.
- Provide direct coaching mentorship and support to full-time, part-time and seasonal National Team coaches.
- Act as a resource person to the Pathway Manager in matters relating to advanced coaching education programs and advanced coaching education.
- Mentor developing coaches, from time to time, at the request of the HPD.

SPORT SCIENCE AND RESEARCH

- Work with the HPD and Integrated Support Team (IST) Lead to ensure that the Sport Science and Research needs of the Men's National Team program are met.
- Lead and direct the MNT coaching team to work with the sport science and medical professionals as part of the Performance Enhancement Team to assist the athletes.
- Lead and direct the athletes to adhere to performance monitoring and measuring systems as part of their National Team requirements and as part of the Sport Canada Athlete Assistance Program.
- Develop and/or assist in the development of proposals for applied sport research and work closely with the Performance Enhancement Team in the design, implementation and feedback on applied research.
- Ensure the maintenance of all relevant test results on each training group and individual athlete training.

ADMINISTRATION

- The HCM will work closely with the High Performance Director to ensure MNT programming is conducted in alignment with the approved HP budget.

- The HCM will oversee the annual athlete/program gap analysis and contribute to WPC's Annual Sport Review process with Own the Podium.
- The HCM in conjunction with the HPD will lead a performance management process all MNT Coaches.
- Prepare, on request of the High Performance Director, work plans, reports and other documents as required.

CANDIDATE PROFILE

LEADERSHIP SKILLS

- Clear vision for the short, medium and long term development needs of Men's High Performance Water Polo
- Personal values aligned with those of WPC
- Proven, successful leadership style (inclusive, collaborative, unifying, while able to make the tough decisions and communicate them well and respectfully)
- Prepared to share, mentor and educate assistant coaches and water polo provincial and club coaches for succession planning to occur within the Canadian system
- Work effectively with and under the direction of the HPD and the organization in general to ensure alignment of approaches, policies and unified leadership
- Strong belief in integrated team planning approach and is prepared to collaborate with the Integrated Support Team and assistant coaches
- Forward thinking and able to develop sustainable high performance plans, milestones driven by data collection and advanced analytics
- Makes decisions and lead bases on the highest standards and best practices when it comes to all aspect of Safe Sport (including concussions management protocols) and Responsible Coaching principles

TECHNICAL SKILLS

- Experience as a Senior National Team Coach (assistant or head coach), ideally for one or more quadrennials
- Strong capacity to generate, assess, understand the need and usage of advanced performance analytics
- In-depth knowledge of all positional profiles and the key characteristics for optimal development and ultimately the performance of Canadian water polo athletes
- Ability to clearly articulate an understanding and the philosophy of the winning style of play and required Gold Medal Profile attributes
- Experience in leading detailed planning processes and periodization plans
- Strong belief and capacity for monitoring performance, adaptations, athlete's response to training
- Knowledge of leading Water Polo nations styles of play
- Advanced coaching education or equivalent
- Experience in driving coaching education and coach clinics to disseminate technical & tactical philosophies
- Knowledge of Pro league environment and able to negotiate/find contract opportunities for athletes

Applications with salary expectations and potential start date should be sent in confidence by May 9, 2021 to:

Water Polo Canada
1A-1084 Kenaston Street
Ottawa, Ontario, Canada K1B 3P5
Attention: Justin Oliveira, joliveira@waterpolo.ca

We thank all those who apply. Only those selected for further consideration will be contacted. Water Polo Canada promotes Employment Equity.