



## JOB POSTING

Field Hockey Canada

Head Coach, Women's National Team

Working in collaboration with a variety of partners, Field Hockey Canada is the national sport governing body responsible for the development, growth and promotion of field hockey in Canada. Among its responsibilities, Field Hockey Canada selects, prepares and promotes Canada's teams for international competitions including FIH World Cup Qualifiers, Continental Championships, World Championships, and major multi-sport games (e.g. Olympic Games and Commonwealth Games).

Field Hockey Canada receives financial contributions from the federal government and other agencies, organizations, sponsors and donors, and is accountable for the disbursement and reporting of funds according to the contracted terms and conditions. Programs, activities and services are operated within the limitations established in an annual budget led by the Chief Executive Officer (CEO) and approved by the Board of Directors. Field Hockey Canada staff is responsible to manage and administer the finances and provide administrative support for all Field Hockey Canada activity.

**We are seeking a Head Coach for the Canadian Women's National Field Hockey Team.** In collaboration with Field Hockey Canada's High-Performance Director, the Head Coach is responsible for the design, content and implementation of a comprehensive training, competition, and monitoring program for the Women's National program.

This is a long-term appointment for a four-year period towards the 2028 Olympics (and beyond).

Within this scope, it is the responsibility of the Head Coach to work within the policies and procedures established by Field Hockey Canada. The role is supported by, and reports into the High-Performance Director (HPD).

The position will be based in Vancouver, Canada and requires residence in the Greater Vancouver Area. The job also demands extensive domestic & international travel.

## Core Responsibilities and Priorities

### Coaching

- Be responsible for leading, preparing and coaching the Women's National Team (WNT);
- Create an effective Training Environment to coach and lead identified athletes in an environment, which enhances the WNT's team & individual performance potential;
- Lead a group of professional staff, including sport science experts to build and lead an integrated, collaborative support team;
- Innovative approach to technical & tactical coaching with an appreciation of past success and the ability to draw knowledge from other sports or fields to achieve excellence;
- Build and inspire a coaching group consisting of assistant coach/domestic trainers, specialty skill coaches, and analytics to support the overall development of Canada's coaching resources.

### Planning and Monitoring

- In collaboration with key staff, develop, implement and communicate a YTP and longer-term Quadrennial Plan;
- Lead a group of professional staff, including sport science experts and build and lead an integrated, collaborative support team;
- In support of the overall strategy, conduct an ongoing Global Gap Analysis to influence the overall plans for improving WNT performance;
- Build out effective Individual Performance Plans (IPP) at the athlete level to enhance Athlete Performance & Wellness;
- Monitor and evaluate of both team and athlete performance and maintain relevant data to ensure standards are met and maximal performance potential is obtained;
- Lead the creation and utilization of technical and tactical opposition intelligence in support of implementing strategies for key competitions (e.g. Major Games, Qualifications, Nations Cup, etc)

### Program Management

- With the support of the HPD, continuously update the policy framework, including the overall selection criteria and communicate accordingly at the athlete level;
- Provide oversight and strong linkage with de-centralized targeted athletes (e.g. overseas, provincial, NCAA, etc.);
- Integrate and apply innovation and technology into the program to close performance gaps and/or find performance differentiators;
- Methodically implement medical, sport science and technology support within a team environment;
- Provide regular feedback to the WNT members as part of the performance strategy metrics and accountability;

### **Program and Talent Development**

- Work with key staff to implement and distribute the national strategy, collaborating to develop key initiatives and program direction to the WNT Development Pathway and Development Programs;
- Provide support and direction to the NextGen coaches; liaise with the NextGen Director and National Network Coaches to ensure quality athlete and coach development programs are operating;
- Provide strategic advice and mentorship to NextGen Coaches on skill and fitness requirements and coaching practices;
- Oversee the development and implementation of sport science and medicine programs to support the WNT and links to the PSO programs;
- Support talent identification to ensure appropriate athletes are included in the National Women's Program;

### **Key Requirements & Qualifications**

- Evidence of world-class coaching experience, ideally with a successful track record of coaching at the international level;
- Proof of the ability to work effectively within a team, possessing excellent planning, interpersonal, management and organizational skills, with the ability to collaborate with and inspire others;
- Exceptionally strong engagement and communication skills, and a demonstrated level of emotional intelligence;
- Experience integrating medical, sport science and technology support within a team environment;
- Innovative approach to coaching with an appreciation of past success and the ability to draw knowledge from other sports or fields to achieve excellence;

- Evidence of commitment to developing effective partnerships to support the national program's mission;
- Demonstrated ability to lead a team of technical coaches and influence the ongoing development of Next Generation athletes in the Athlete Pathway;
- The ability to create a "Culture of Excellence" in the context of Safe Sport concepts within the Canadian Sport system;
- Comprehension of the importance of overall system building, including Athlete & Coaching Pathways, in support of long-term WNT program success;
- Coaching Certifications equivalent to minimum National Coach requirements within the Canadian Sport System.

## **Education**

The successful candidate will have a demonstrated commitment to coach education throughout his/her career.

Evidence of having completed, or being in the process of imminently completing, coach certification at the highest national level is required.

An academic degree(s), in relation to this role, is considered an asset.

The ability to converse fluently in both of Canada's official languages, French and English is an added asset.

## **Other Requirements**

Must have a valid driver's license, the ability to travel extensively, and completed a criminal check.

If you have a passion for working with high performance athletes and collaborating with a variety of stakeholders and believe you possess the appropriate experience and skill set for the position, please submit your resume and covering letter that includes the top 3 reasons why you are the ideal candidate for this position.

Applications are to be submitted electronically by February 29<sup>th</sup>, 2024, to: Emma Bray, High Performance Director at [ebray@fieldhockey.ca](mailto:ebray@fieldhockey.ca)

Remuneration for this role will be commensurate with the candidate's experience.

Field Hockey Canada is committed to employment equity and encourages applications from all qualified candidates. Compensation will be commensurate with qualifications and experience.

We appreciate your interest, however, only the shortlisted applicants will be contacted.