



Field Hockey Canada (FHC) – Men’s Junior National Head Coach Position

Position: Men's Junior National Team Head Coach
Status: Full Time Contract
Location: Vancouver, BC, Canada
Reporting: Director, Performance Strategy & National Teams

Application Deadline: Wednesday, November 16th, 2011 at 5:00pm EST
Start Date: January 3, 2012
Contract Length: 2 years
Salary Range: \$60,000 to \$80,000

Nature of the Position:

Field Hockey Canada (FHC) is the national sport governing body for the development and growth of field hockey in Canada. Among its responsibilities, the association selects and prepares Canada’s teams for international competitions including Continental Championships, World Championships, and major multi-sport Games (e.g. Olympic Games, Pan Am Games and Commonwealth Games).

Key Relationships:

National junior team athletes, Director National Teams, FHC coaches, Team Manager, FHC staff, Centers of Excellence (COE), Sport Medicine & Science personnel, and Provincial Sport Organizations.

Key Job Accountabilities include:

The national junior coach is accountable to direct and lead the junior national team program and achieve its performance targets. The successful candidate must have proven ability and experience in developing a high performance training, development and competition program. Key responsibilities include:

- Leadership and development of the national junior squad and program including talent identification and player development
- Leadership and development of a high performance culture within the junior national program
- Responsible for project management of the junior national team, including annual planning, budget management and the assessment of strategic opportunities
- Development of a structured athlete pathway and selection process across the entire junior national program
- Support the development and growth of our national program’s coaches (assistant coaches & COE coaches)
- Implement and advance FHC's Long Term Hockey Development Model within the relevant performance stages
- Development and fostering of international relationships

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Specific responsibilities include:

Coaching

- Coach and prepare the national junior team and individual squad members
- Develop and conduct technical and tactical program development
- Implement philosophy of play in the context of FHC's tactical direction
- Collaborate with the director and senior national coaches to prepare and implement the criteria for team selection
- Provide feedback and analysis of practice and game performance to prepare the athletes and the team for competition
- Generate international performance and competition research to support program advances
- Responsible for oversight and management of all national junior squad athletes through sharing of video, technical, and tactical analysis
- In collaboration with the Technical Director, deliver the LTHD curriculum within the COE model and to the Provincial Sport Organizations

Planning and Monitoring

- Develop, implement and measure FHC's Junior World Cup program in the context of the overall performance strategy and objectives
- Create, maintain and develop plans for the Canadian junior team and individual athletes
- In collaboration with the Director, plan and implement the Target 2017 program in preparation for the Junior World Competition in 2017
- Integration and alignment with the senior women's program and working in co-operation with the National Coach, Senior Women's Team
- Monitor and evaluate athlete performance at the team and individual level, and manage relevant data to ensure standards are met so that optimal performance potential is obtained
- Provide regular feedback to the junior leadership team, performance director as part of the performance strategy metrics and accountability – adjust as required.

Program and Talent Development

- Communicate the national junior program strategy and key initiatives to the COE's and development programs
- In collaboration with FHC coaches, implement and coordinate the athlete pathway to the Senior National team
- Introduce targeted sport science and medicine program elements to support the national junior program development
- Oversight of talent identification, and athlete selection for the national junior program and COE programs

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Program Support

- Oversight of training and competition tour organization and preparation, injury status of athletes, sports medicine, training and fitness support
- Oversight of the national junior team administration including communication with athletes, general management for competition trips, management of athlete training reports and other duties as required
- Junior Team budget development management, oversight and accountability

Qualifications & Experience

- 5-7 years of experience with a program at a domestic and international level
- Must be a recognized certification from a coaching or national association that is comparable to Canadian NCCP Level 4 or/or a certified FIH High Performance Coach (or in progress)
- Previous experience in development programs (coaching and training)
- Demonstrated leadership capacity
- Previous experience with team/individual game analysis software applications eg: SportsCode and Dartfish is desirable
- Ability to work as part of a team to achieve a desired outcome
- Ability to travel within Canada and internationally as required
- Ability to communicate effectively in both oral and written form in English is essential and in French is an asset

Skills & Attributes

- Passionate about the sport of field hockey
- Commitment with a passion to succeed, driven by achieving results
- Relationship builder with a demonstrated ability to work with athletes, coaches and administrators
- Exemplary leadership skills
- Responsible, accountable and trustworthy
- Effective communicator (verbal and written)

All interested individuals are requested to submit your covering letter, resume, and three references to fhc@fieldhockey.ca by Wednesday, November 16, 2011 at 5:00pm EST. Please indicate in your subject line: *Application for National Men's Jr. Team Head Coach*

This application deadline may be extended at the discretion of the Association. We thank all candidates in advance. We will however, contact only those selected for an interview.

FHC hires on the basis of merit. It is committed to the principle of equity in employment. All qualified candidates are encouraged to apply; and all applications will be held confidentially with the hiring team. This position is based upon confirmed funding from Sport Canada.

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