

Position Description/ Success Profile

Position Details	Position Title	National Paracanoe Coach
	Date prepared	September 2018
	Location	National Centre of Excellence (NCE), QLD
	Department	High Performance
	Reporting to	Program Manager – Paracanoe
	Direct Reports	Paracanoe Assistant and/or volunteer coaches
	Contract Term	Until November 30, 2020 (or to be negotiated)

Position Profile	Position Purpose	To provide a high level of technical leadership and direction to the National Paracanoe athletes. The position requires high performance coaching services to be delivered to identified world class and developing Paracanoe athletes with the goal of optimising performances of these athletes at international benchmark events: Paracanoe World Championships and Paralympic Games.
	This position will work closely with....	<ul style="list-style-type: none"> • Paracanoe Program Manager • National Performance Director • National Sprint Coaches • National Coaches (including other SIS/SAS Coaches) • Identified Sprint Performance Centre Coaches and Athletes • Sprint Operations Manager • PA Sprint Technical Committee • PA Performance Support Staff • Canoe/Kayak/Paddle clubs and coaches • Australian Paralympic Committee (APC)
	This position will focus on...	<p>Program Development:</p> <ul style="list-style-type: none"> • Providing technical leadership and direction to nationally identified Paracanoe athletes and their coaches with the goal of optimising performances of these athletes at international benchmark events. • Providing technical direction for paracanoe talent identification initiatives to ensure we are targeting high potential paracanoe athletes. • Working closely with the Paracanoe Program Manager in planning national paracanoe activities, camps and competitions.

		<ul style="list-style-type: none"> • Undertaking administrative responsibilities including annual reports and detailed athlete progress reports. • Providing advice and recommendations to selection panels regarding selection to squads and national teams. • Ensuring effective liaison, communication and recognition between stakeholders, in particular, Australian Paralympic Committee, SIS/SAS Programs and Paddle Australia, on program issues, attendance at meetings and forums as required. • Working closely with the Paracanoe Program Manager and support staff in managing paracanoe classification requirements. • Liaising with State Member Associations, including staff, boards, and technical committees (where appropriate), to advise and collaborate on all aspects of the role outlined above. • Preparing periodic reports for key partners/stakeholders to provide comment on key deliverables and performance indicators. <p>Coaching:</p> <ul style="list-style-type: none"> • Providing athletes with excellent daily coaching services and technical direction to maximise their potential in the daily training environments and during domestic and international competitions. • Working closely and effectively with the Paddle Australia Performance Support staff in terms of planning and programming both on-water and off-water training for Paracanoe athletes. • Developing and maintaining a performance-based daily training environment and a culture of excellence. • Leading and managing the effective integration of quality performance support services that have a measurable impact on athlete performances. • Developing and implementing effective individual athlete performance plans (IPPs), including ongoing monitoring, and reporting against performance targets and goals utilising the Athlete Monitoring System (AMS). • Providing ongoing improvement, monitoring and evaluation of athlete performance in skills, technique, physical preparation and psychological preparation for competition. • Providing direct coaching services and competition support to identified athletes at national and
--	--	--

		<p>international camps/competitions and to national squads/teams.</p> <ul style="list-style-type: none"> • Supporting holistic development for athletes as individuals.
	<p>Success in this position will be measured by....</p>	<ul style="list-style-type: none"> • The achievement of agreed 'international standard' performance targets and demonstrated improvement with identified National Paracanoe athletes. • Nationally identified athletes meeting PA's performance targets at international benchmark events: Paracanoe World Championships and Paralympic Games. • In conjunction with Paracanoe Program Manager, the implementation of an effective talent recruitment program for Paracanoe. • Implementation of quality annual Individual Performance Plans for each athlete and ongoing reporting using the AMS. • Demonstration of the ability to identify, integrate and work effectively with key strength and conditioning, sports science and sports medicine staff to assist athlete development and performance. • Implementation of effective coaching leadership and direction, coordination and technical support to targeted National Paracanoe athletes and coaches through regular exposure to high quality training and competition practices. • Development of strong, effective working relationships and quality communication with all key stakeholders. • Establishment of and adherence to annual operating budgets. • Athlete/coaches/staff adhering to PA policy and procedures. • A culture of fostering PA's core values of Excellence, Humility, Loyalty and Teamwork, which is adopted and adhered to by staff and athletes.

Skills and Attributes	<p>The individual in this position should have...</p> <p><i>(Skills, qualifications and experiences required)</i></p>	<ul style="list-style-type: none"> • Excellent technical knowledge of the discipline of Sprint Canoe/Kayak and preferably, Paracanoe. • A thorough understanding of coach and athlete development, based on experience in a broad range of sports science/medicine disciplines, coaching, research and innovation.
------------------------------	---	--

		<ul style="list-style-type: none"> • Ability to devise and execute a long-term training and competition plan to guide the development of athletes for peak performance at benchmark events. • Worked within high performance environments, developing potential emerging athletes into elite performers. • Ability to work either as a part of a team or unsupervised, demonstrating initiative and drive. • Excellent leadership and communication skills. • Stakeholder management and engagement across state and national programs. • Coach accreditation. • An ability to travel extensively both domestically and internationally
	<p>The individual in this position should...</p> <p><i>(Personal characteristics, attributes desired)</i></p>	<ul style="list-style-type: none"> • Be passionate and results driven • Be a strong influencer • Drive execution • Be a clear communicator • Take initiative • Be continuously learning • Have self-discipline • Have honesty/integrity • Be enthusiastic • Have courage/persistence • Have clarity of thinking • Be a team player • Have strong ambition for athletes • Be competitive/driven • Have self-belief • Have ingenuity • Be innovative, creative and open-minded • Build relationships easily

Core Values

All individuals are expected to role model Paddle Australia's values of Excellence, Humility, Loyalty and Teamwork

Excellence

- Always aim to improve and achieve results with a high standard
- Develop and follow a focused plan for our priorities
- Willingness to make the hard call and receive constructive feedback
- Celebrate success

Humility

- Treat others how you wish to be treated
- Always work together
- Act in accordance with core values
- Accept responsibility and acknowledge mistakes

Loyalty

- Commit to and own our strategic plan
- Trust and rely on one another
- Promote and protect the brand
- Keep committed and be resilient even through tough times

Teamwork

- Have fun
- Use clear, open and honest communication
- Demonstrate empathy for people's roles and personal situations
- Be considerate on how our actions impact the team