



Job Description:	Technical Director
Term:	Full-Time
Reports to:	Executive Director
Direct Reports:	Contractors, Consultants
Current Version:	August 2021

JOB OVERVIEW

Ontario Artistic Swimming (OAS) announces a new position for a Technical Director who will be responsible for directing the design, implementation, and evaluation of OAS provincial sport development programs at all levels for both athletes and coaches, aligned with Canada Artistic Swimming (CAS) national strategic objectives. The ideal candidate will be a qualified and respected sport professional with technical and leadership skills, who will be responsible for the delivery of results-oriented programming and collaborative teamwork across the province to achieve strategic and operational goals in moving our province and sport forward.

Reporting to the Executive Director, the Technical Director will, through active outreach and communication with all member clubs and coaches, provide leadership and technical acumen to build capacity from the grassroots to high performance level, consistent with the goals and values of Ontario Artistic Swimming.

CORE COMPETENCIES

- Thorough knowledge of the sport of artistic swimming at all levels
- Superior understanding of strategic sport system planning, implementation, monitoring, and evaluation
- Demonstrated commitment to the application of sport science and research to the analysis, evaluation, and advancement of sport from technical and tactical perspectives
- Exceptionally strong critical thinking and team-building skills combined with sport technical management, administrative, and financial abilities
- Demonstrated experience and success in developing strategies and proposals, defining requirements, preparing reports and various types of documents, and delivering presentations
- Demonstrated ability to work collaboratively as a member of a team of dedicated professionals in the pursuit of common goals and the advancement of our sport
- The ability to work effectively in both English and French is an asset

PRIMARY DUTIES AND RESPONSIBILITIES

ATHLETE and COACH DEVELOPMENT

- Direct the planning and delivery of athlete and coach development programs in alignment with OAS Strategic, High Performance, and Operational plans including but not limited to:
 - OHPSI supported OAS Academy programming
 - Ongoing athlete development programming such as T2T, L2T and FutureGen
 - Provincial Team programming

- NCCP
- Safe Sport
- Conduct evaluation of current athlete and coach training and development programs, identify any gaps, and recommend upgrades or new and innovative development programming for implementation
- Provide leadership in the development and implementation of provincial athlete development programs in alignment with national-run programs to create an effective athlete and coach development pathway that is based on LTAD principles, CAS initiatives, and the CAS Gold Medal Profile (GMP)
- Travel to member clubs and competitions to evaluate athlete and coach development, training programs, and provide technical expertise and advise to athletes, coaches, and clubs
- Integrate continuous improvements, upgrades, or implement new and innovative development programming and education
- Lead technical workshops for coaches and organize collaboratively with officials as applicable
- Facilitate and engage communication among coaches including sharing of knowledge, technical expertise, education, and awareness regarding international, national, and provincial rules
- Act as a non-voting Member of the Ontario Coach Committee;
- Manage the delivery of the OAS Athlete Wellness Program and OAS Coach Wellness Program, including developing new partnerships with external partners to enhance Wellness Program initiatives
- Promote and ensure the inclusion of Respect in Sport principles and training across all participant categories that educates youth leaders, coaches, officials, and participants (14-years and up) to recognize, understand and respond to issues of discrimination and maltreatment including bullying, harassment, and abuse
- Participate on CAS athlete and coach development committees as assigned or required

PLANNING AND COMMUNICATION

- Develop a multi-year OAS High Performance Plan and annual Operational Plans to achieve established performance metrics and objectives, including any required documentation or grant submissions required by CSIO for OHPSI, Ministry of Heritage, Sport, Tourism and Culture Industries (MHSTCI), Coaching Association of Ontario (CAO), CAS, etc.
- Contribute to the OAS Strategic Plan content and process ensuring inclusion of sport development objectives
- Ensure effective engagement and timely communication with the OAS Board, member clubs, specifically Head Coaches, and broader to all coaches, of all relevant information pertaining to club programs and athlete and coach development
- Liaise with CAS who provides direction and leadership for the High-Performance System and Athlete Development Pathway. Ensure all applicable technical updates are communicated to OAS member clubs and coaches
- Represent OAS athlete and coaches and HP programs internally within our sport and to key external partners
- Liaise with Canadian Sport Institute Ontario (CSIO) as the OAS PSO Technical Director and lead for OHPSI OAS Academy program oversight
- Liaise with the Chairs of the Ontario Officials Committee (OOC), Ontario Coach Committee (OCC), and Ontario Athlete Advisory Council to ensure open and effective communication and coordination of common goals and technical education initiatives

- In collaboration with OAS staff, contractors, and consultants, contribute technical expertise to work towards the goal of retaining a large participation base at all levels of OAS programming
- Oversee the development, implementation, and evaluation of short and long-term strategies and operational plans for all athlete and coach development programs
- Work with the organization's mentors and experts to gain insight and advice
- Provide leadership and direction to OAS and club staff in the areas of athlete and coach education and development
- Assist in the budget process with respect to all sport development programs and projects
- Provide effective and collaborative leadership and direction to all Athlete, Coach, High Performance and Technical Committees and programs
- Contribute expertise as requested regarding OAS program funding partnerships and grant requirements for sport development related funding
- Accountable for budgets, financial reports, grant applications, and follow-up for programs, in consultation and collaboration with the Executive Director and other OAS staff or board members as required
- Execute other duties related to the nature of the position, as determined by the Executive Director, including special projects or initiatives
- Promote Ontario Artistic Swimming and act professionally as an ambassador for the sport at all times

QUALIFICATIONS, EXPERIENCE AND KEY SKILLS

- Fulfill the requirements of the CAS Coach Registration and Certification Policy including successful completion of CAC Make Ethical Decisions and Respect in Sport Activity Leader training and provision of a valid E-PIC police record check
- Post-secondary education or degree in kinesiology, business, or sport science, or a strong combination of relevant training and experience
- Excel at the technical understanding of artistic swimming as well as other aspects of athletic training
- NCCP Coach certified at the Competition Development level or higher
- Proven leadership, knowledge, and skill regarding the technical aspects of artistic swimming, including strong understanding of long-term athlete development (LTAD) principles
- Proficient knowledge of the provincial, national, and international (synchronized) artistic swimming sport delivery system
- Strong written, verbal, and listening communication skills with excellent interpersonal and multidisciplinary project skills
- Proven time management and analytical skills, able to multi-task, set priorities, and meet deadlines with an action oriented and innovative mindset in planning
- Strong organizational, consultative, facilitation and decision-making skills, having earned peer respect and the ability to build successful teams and enjoy working with all levels of stakeholders
- Knowledge and experience in program planning and delivery, stakeholder and partnership development, data collection, and evaluation
- Enthusiastic about the pursuit of excellence for all involved in the sport of artistic swimming as a sport for life and, including at all levels of competitive and high-performance sport for all ages and skill sets
- Ability to work independently with minimum supervision and within established deadlines with attention to detail and accuracy and contribute to a team environment.
- Promote the benefits of artistic swimming sport participation to communities and organizations to advocate for sport development

- Proven qualities of integrity, positive attitude, and self-directed with the capacity to create, grasp and embrace long term vision and effectively lead in change management as required
- Demonstrated experience and success in artistic swimming at national level with international level experience being an asset.
- Computer literacy and data collection

ADDITIONAL JOB REQUIREMENTS

- Full time employment position
- Ability to travel and work irregular hours including evenings and weekends as required to meet the needs of the position
- Some lifting, up to 23Kg may be required
- Must have a valid driver's license and access to a personal vehicle
- Compensation package will be commensurate with qualifications and experience

APPLICATION PROCESS

Qualified applicants should send a resume and cover letter outlining their experience, salary expectations, and why they are suited for this position to:

Email: jobs@ontarioartisticswimming.ca (Please reference position title in email)

Applications will be received until Sunday, September 12, 2021, or until the position is filled.

Only those selected for an interview will be contacted.

Thank you for your interest in Ontario Artistic Swimming