



Alpine Canada Alpin HP Coach Mentorship Program

September 6, 2016

Introduction and Aim

1. ACA recognizes that one of the key ingredients to achieving sustainable international success at the highest level, is an expert National Team coaching staff consisting of Canadians in most leadership positions.
2. The ACA HP Coach Mentorship program is a high-performance coach succession planning initiative that aims to invest in targeted Canadian coaches who demonstrate interest and desire to progress to high performance coaching careers.
3. In collaboration with similar PTSO Coach Mentorship programs operating at a provincial level, this initiative aims to build and track a pool of Canadian high performance coaching talent that can effectively serve provincial and national team coaching needs into the future.

The Program

4. ACA will identify suitable projects annually that will serve as professional development leadership, mentorship and/or interface opportunities for targeted coaches. Projects may include (but not limited to):
 - a. National Team dryland training/fitness testing events
 - b. National Team on snow training camps
 - c. athlete talent ID camps
 - d. coach development camps
 - e. selected competitions (World Cup/World Junior Champs/NorAm/Whistler Cup)
5. Selected coaches will be invited to attend events that match with their personal development needs and career path. Depending on the event attended, benefits include exposure to:
 - a. expert National Team coaches – terminology, philosophy, approach
 - b. IST support teams expertise and philosophy
 - c. high level “at a race” coaching
 - d. setting training and competition environments for athlete success
 - e. course setting
 - f. athlete professionalism



6. An ACA master coach or staff will actively manage the interface between selected coaches and the project environment in which they are placed to ensure an effective result.
7. Coaches will return to their existing employment following participation in the program.
8. ACA and PSOs will track targeted coaches as they progress in the program and in their careers.

Eligibility

9. To be eligible for application to the program, at minimum, coaches must be:
 - a. an ACA-CSC accredited coach in good standing
 - b. coaching currently in an ACA sanctioned program
 - c. working with FIS level athletes or higher

Selection Criteria

10. Eligible candidates will be selected based on a matrix of related criteria that demonstrate knowledge, skills and attitudes, including but not limited to (in no particular order):
 - coaching experience and successes
 - leadership roles
 - athletic experience
 - alpine coach certification and other sport or related certifications
 - formal education
 - languages
 - coach developer accreditation (course facilitator - evaluator)
 - international exposure and other related criteria



Application Procedure

11. Applications must include:

- a. **covering letter** outlining a commitment to a career in alpine ski coaching and particular interest in high performance coaching.
- b. **proof of eligibility** as per “Eligibility” section above.
- c. **detailed curriculum vitae** providing relevant evidence of knowledge, skills and competencies.
- d. **reference contacts** from at least two (2) recent employers.
- e. **police record check.**

Applicants may use the following URL to have an enhanced police information check completed. The cost for this service is \$25.00 plus taxes.

If applicants use this service, results will also be remitted directly to ACA.

- i. http://sterlingbackcheck.ca/cac_ace

12. Applications must be sent to:

Alpine Canada Alpin
151 Canada Olympic Road, S.W. – suite 302
Calgary, AB T3B 6B7
Attention: Director, Domestic Sport

Email: dgrasic@alpinecanada.org

Financial Support

13. To be determined. Applicants should assume user pay.