



Women's Head Coach, Canadian Alpine Ski Team (CAST)

Reports to: High Performance Director, Alpine

The Position:

Alpine Canada Alpine (ACA) is the national governing body for Ski Racing in Canada and home to three of Canada's most exciting snow sports: Alpine, Para-Alpine and Ski Cross Racing. The organization has a new Board of directors and senior leadership team that is committed to its vision for Canada to be a world-leading ski racing nation that is inspired by the passion and performance of Canada's ski teams. ACA's mission is to increase podium performance and inspire growth in participation and fans.

Consistent with ACA's Made for Canada Strategic Plan 2021-26 to lead earlier Next Gen Athlete development and National High-Performance programs that progress athletes to the podium, the Canadian Alpine Ski Team (CAST) is focused on leading national team programs for athletes with podium potential to reach the podium at Olympic Winter Games, World Ski Championships and at World Cups. The goal of the CAST program is to achieve a Top 5 medal rankings (2-3 medals) at the Olympic Winter Games by Cortina 2026. Developing a pool of athletes that can consistently achieve podium results at the World Cup and World Championships with purpose and by design is critical to achieve this objective.

We are currently seeking an experienced and motivated world cup level ski coach and technical leader to join our organization in the role of **Head Coach, Women's Canadian Alpine Ski Team (CAST)**.

Reporting to the High-Performance Director, Alpine, the Women's Head Coach, CAST will lead the development and implementation of a world leading Women's CAST program. The broad scope of responsibilities includes team leadership and operations, coaching and athlete development of CAST athletes, and building a healthy, safe, and inclusive sport environment that is the foundation of a culture of excellence at ACA. The Head Coach, Women's CAST will be assisted and supported by assistant coaches, integrated sport science and medicine professionals, ski service technicians and the Director, Team Operations.

Duties

- This role goes beyond managing the Women's Team as it requires Leadership – leading the development and implementation of team culture, empowering collaboration, building leadership qualities within the staff, guiding effective relationships, defining clear objectives, building a systematic approach, instilling boundaries and embracing accountability for all involved



- Strongly support the implementation of all safe sport policies and training to Women's CAST staff and athletes to build a healthy, safe and inclusive high-performance culture consistent with ACA values and operating principles
- In addition to the Head Coach, Women's Team role this position will include the responsibilities and duties of leading one of the discipline specific groups
- Develop, implement, and monitor the applied sports science within the entire Women's Team. This includes but is not limited to; sports medicine requirements, physical testing, fitness programming, injury prevention, return from injury process, mental performance, sport specific analytics, athlete monitoring system, race suit R&D, timing & GPS use, tracking of training, and coach development
- Design, implement and monitor annual training and competition plan through the effective use of the Yearly Training Plan (YTP) and athlete Individual Performance Plans (IPP)
- Prepare and work within annual budget
- Manage Athlete equipment needs and liaise proactively with equipment representatives
- Oversee the procurement, maintenance, and control of all team equipment
- Build trust and develop strong working relationships with athletes and staff by leveraging outstanding verbal and written communication skills
- Support the recruitment and development of all staff
- Formally analyze and de-brief the program, the athletes and the staff by way of a formal debrief system at all key moments as well as in season and end of season performance reviews for all staff members as well as consistent IPP updates at set intervals with in-person reviews for each athlete

Working Conditions

- Full Time position with constant domestic and international travel required
- Significant time working outdoors in winter conditions
- Requires lifting, walking and skiing
- This position requires residing in Canada when not traveling with the Team

Employment Requirements

- Demonstrated strong leadership, collaboration, and communication skills
- Proven podium success at International level (Olympics, World Championships and World Cup)
- Deep understanding and advanced experience at FIS World Cup and Olympic level, preferably with leadership responsibilities
- Extensive understanding of FIS rules and regulations pertaining to the World Cup, Continental Cup, FIS points, injury status, competition equipment standards and marketing regulations/restrictions



- Detailed knowledge of operations of FIS World Cup including venue specifics, logistics and FIS race entry system
- Minimum Performance Level Certified or Level 3 Canadian Ski Coaching Certification in good standing (or International Equivalent)
- First-hand experience and knowledge in international travel logistics and management including air, ground, and cargo
- Extensive experience with Intra-team race qualifications at World Cup and Continental Cup levels
- Advanced analytical capabilities with regards to athlete performance, fitness, technical skill, mental performance, and video data for the purposes of athlete development
- Proficient knowledge of Dartfish Performance Analysis systems
- Strong budget preparation and budget control skills
- Ability to operate with discipline by focusing on the priorities that deliver results with a scarcity mindset
- Fluent in the English language, and the ability to communicate in French and other languages of central Europe is an asset
- Strong familiarization with Alpine Canada's Long Term Athlete Development (LTAD) framework, Gold Medal Profile (GMP), and Podium Pathway (PP)
- High proficiency in Microsoft Office 365 and Teams
- Ability to provide proof of vaccination with full course dose of Health Canada recommended vaccine for COVID-19
- Have a valid driver's license

Additionally, the candidate must be able to demonstrate excellent interpersonal and collaborative skills with experience working in complex workplaces with many key stakeholders. Strong experience with various software (Office 365, Microsoft Teams, Sharepoint) is also preferred.

Please send your cover letter and resume to careers@alpinecanada.org. Interviews will take place via teleconference.

We thank all applicants for their interest; however, only those considered for an interview will be contacted.

CONTACT INFORMATION

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