



## EMPLOYMENT OPPORTUNITY

### 2021 Team Ontario Indoor Canada Games Head Coaches

**Location :** 60 Scarsdale Road, Unit 1111, Toronto ON, M3B 2R7  
**Supervisor's Title:** High Performance Director- Louis-Pierre Mainville  
**Posting Date:** October 10<sup>th</sup>, 2018  
**Closing Date:** October 31<sup>st</sup>, 2018

#### ONTARIO VOLLEYBALL ASSOCIATION

The Ontario Volleyball Association (OVA) is a non-profit member-based provincial sports organization where dedicated volunteers and professional staff provide leadership in the growth and development of indoor and beach volleyball for all Ontarians.

It is our vision to be recognized as a leading sport organization in Canada. To that end, the OVA works with its partners to support athletes through excellent customer service and by offering inclusive programming on a foundation of physical literacy for all ages and abilities. The OVA will provide athletes with quality opportunities for meaningful competition and will support coaches and officials with professional development opportunities.

#### CANADA GAMES

The Canada Games are the biggest multisport event in Canada and have been the stepping-stone for many indoor and beach volleyball players in their progression to the international level.

The 2021 Canada Games will be the event's 28<sup>th</sup> edition. It will be hosted across all twelve Niagara Region municipalities and will attract over 5,000 athletes and coaches to the Niagara Region in the summer of 2021. The Games are a catalyst and will provide transformative social and economic legacy for the entire Niagara Region, Ontario, and Canada.

#### COACHES SELECTION TIMELINE

The coach selection process will start three years prior to the Canada Games to allow for professional development and familiarization with the Team Ontario program. Head Coaches will be selected in November 2018 and will be part of the Assistant Coaches selection process in the fall of 2019. An early start to this process is important to ensure proper coach certification and long-term athlete identification. The coaching staff will work closely with the OVA High Performance staff in the planning of the Canada Games Team Ontario program.

## JOB SUMMARY

The OVA will be hiring Team Ontario Head Coaches for the following programs:

- Indoor Volleyball Team Ontario Head Coaches for Canada Games
  - 3-year process focused on the identification and the development of indoor volleyball athletes born in January 2003 or later
  - The goal is to achieve the best possible performance at the 2021 Canada Games through purposeful athlete and coach development

Each Team Ontario Coach holds a key leadership position within the Ontario Volleyball Association's High Performance program.

## KEY RESPONSIBILITIES FOR TEAM ONTARIO HEAD COACHES

The duties of the Team Ontario Canada Games Head Coaches will include, but are not necessarily limited to the following:

### 2019

- Actively take part in the identification and selection of athletes for the High Performance Center through the OVA High Performance Athlete Identification Process
- Act as a guest coach at the 2019 High Performance Center and plan/deliver practices as requested by the Team Ontario coaching staff
- Take part in the selection process of Team Ontario Canada Games Assistant coaches by sitting on the Coach Selection Committee
- Develop a coach development plan with the help of the OVA High Performance Director

### 2020

- Actively take part in the identification and selection of athletes for Team Ontario Black through the High Performance Athlete Identification process and the Team Ontario Selection Camp
- Successfully achieve Performance Coach certification status by August 2020
- Lead the Team Ontario Selection Camp and care for the holistic development of all participating athletes.
- Develop and implement an effective and holistic training program for the Team Ontario Black training camp leading to the 2020 US HP Championship
- Submit Athlete, Team and Program Evaluations including the completion of a written athlete evaluation using the OVA grading template
- Complete holistic debriefs with coaches, athletes and OVA following the program

### 2021

- Actively take part in the identification and selection of athletes for the Team Ontario Canada Games program through the High Performance Athlete Identification process and the Team Ontario Selection Camp
- Lead the Team Ontario Selection Camp and care for the holistic development of all participating athletes.

- Develop and implement an effective and holistic training program for the Team Ontario Canada Games training camp leading to the 2021 US HP Championship and the 2021 Canada Games
- Submit Athlete, Team and Program Evaluations including the completion of a written athlete evaluation using the OVA grading template
- Complete holistic debriefs with coaches, athletes and OVA following the program

Throughout the entire program

- Abide by the Team Ontario Selection policy, the OVA Recruiting Policy and the OVA Person In Authority Code of Conduct
- Participate in required professional development activities as per the coach development plan
- Perform administrative duties as needed

## NUMBER OF POSITIONS

**Team Ontario Indoor Boys:** One (1) Head Coach

**Team Ontario Indoor Girls:** One (1) Head Coach

## ACCOUNTABILITY

Team Ontario Coaches have a direct reporting line to the OVA High Performance Director.

## COACH ELIGIBILITY

- Registered member in good standing with the Ontario Volleyball Association and Volleyball Canada
- Meet all requirements of the OVA's Screening Policy including a Valid Vulnerable Sector Screening & Police Record Check as well as a completed OVA Screening Disclosure Form
- Head Coaches must have achieved a minimum NCCP status of "in-training" for the Performance Coach context. The Level 3 or Performance Coach "certified" status is preferable. ([Indoor Pathway](#))
  - Head coaches will have to be trained in the Performance Coach context by August 2019
  - The deadline to be fully certified Performance Coach is August 2020

## QUALIFICATIONS

- Practical understanding of Volleyball Canada's Long-term Athlete Development (LTAD) model and of positive youth development principles
- Ability to create effective learning environments and to develop meaningful relationships with athletes
- Extensive experience in player development at the Learn to Compete level
- Demonstrated ability to develop and adapt holistic player/team training plans to various training conditions

- Practical understanding of elite volleyball principles and systems due to exposure to post-secondary and/or international volleyball
- Demonstrated ability to meet the highest standards of practice planning, delivery and performance analysis
- Have a strong knowledge and understanding of the high performance athlete development pathway in Ontario/Canada
- Desire and willingness to improve as a coach

## COACH SELECTION PROCESS

The selection of Team Ontario coaches is done in accordance with the Team Ontario Coaches Selection Guidelines. For the purpose of this selection process, the Coach Selection Criteria will be assessed through the candidates' ability to demonstrate they possess the above qualifications.

The selection process will be done through multiple steps:

1. Application process (October 9<sup>th</sup> – 31<sup>st</sup>)
2. Review of applications and references verification (November 1<sup>st</sup>-9<sup>th</sup>)
3. Phone interview (November 19<sup>th</sup>-23<sup>rd</sup>)
  - All candidates invited for a phone interview should expect to be at the in-person practice evaluation
4. In-person practice evaluation
  - December 1<sup>st</sup> at George Brown College, 200 King Street East
  - Details about the session will be given to successful applicants. The session will consist of 45 minutes of on-court training based on guidelines provided by the selection committee

## HONORARIUM

The Head Coach will receive an honorarium yearly based on the plan specific to each season. This aspect will be discussed with the successful applicant.

The incumbent must also demonstrate the following personal attributes that reflect the OVA's Organizational Values:

**ACCOUNTABLE:** by acting in a fiscally responsible and transparent manner with OVA funds, governance and operations promoting practices that contribute to safe sporting environments.

**EXCELLENCE:** by designing and delivering the best possible programs and services for all OVA stakeholders.

**COLLABORATIVE:** by respectfully working in partnership with key stakeholders locally, provincially and nationally including government, funding partners, clubs, national organizations, para organizations, volunteers, athletes, families, coaches, administrators, officials, service providers, sponsors through ongoing feedback and input from stakeholders.

**INTENTIONAL:** by developing programs that are based on clear strategic objectives in order to achieve high quality meaningful and relevant desired outcomes.

**SUSTAINABLE:** by building organizational capacity, partnerships, innovative funding, sharing and economizing of resources to achieve the strategic objectives and sport mandate.

**INTEGRITY & RESPECT:** by interacting with all our stakeholders by fostering trust in all our relationships as consistently demonstrated by our actions and promoting inclusivity for all Ontarians in fair manner.

### REQUIREMENTS FOR APPLYING

Coaches interested in applying for the Team Ontario Canada Games Head Coach Position should submit the following:

- Completed *Team Ontario Canada Games Coach Application Form*
- One (1) letter of interest outlining your understanding of the LTAD in Ontario and your coaching philosophy
- Resume including coaching experience and professional development history
- The name of two (2) references who are able to speak to your abilities and personality as a coach
- Valid Vulnerable Sector Screening & Police Record Check as well as a completed OVA Screening Disclosure Form

Please send all required documents to OVA High Performance Director at [lpmainville@ontariovolleyball.org](mailto:lpmainville@ontariovolleyball.org) by 4:00pm on October 31<sup>st</sup>, 2018 with the subject line: "TEAM ONTARIO CANADA GAMES BOYS/GIRLS HEAD COACH"

**The OVA is an equal opportunity employer. The OVA is committed to providing an environment that is accessible by all and will make all reasonable accommodations for job applicants with disabilities in order to support their full participation in our recruitment process.**

**Thank-you, for your application but only potential candidates will be contacted for an interview.**