



Provincial Performance Coach / Entraîneur performance provincial

Provincial Canada Games Head Coach / Entraîneur-chef provincial - Jeux de Canada

Provincial NexGen Coach / Entraîneur NexGen provincial

Provincial Development Coach / Entraîneur développement provincial

Provincial Para Coach / Entraîneur Para provincial

SNB is recruiting for four new positions as Provincial Coordinating Coaches and for the Canada Games Head Coach position. Each Coordinating Coach will be responsible for coordinating training, development and competition, activities for a targeted group of swimmers, who meet defined selection criteria. These positions have been established so that coaches currently working with clubs can undertake an additional provincial role without abandoning their club responsibilities. Coordinating Coaches will work in collaboration with coach at each swimmer's club and will not show favouritism towards swimmers from their own club.

**Coordinating Coaches will each receive an honorarium of up to \$2,500 to compensate them for their time and their necessary travel.**

Current coaches wishing to apply for a Coordinating Coach position should prepare a letter summarising their qualifications and experience, along with an explanation of their approach to developing a provincial training program for the target group and why they believe that they are a good fit for the position. Coaches should provide proof of current coaching certification and may provide a CV or other information.

Coaches may apply for more than one position, but each application should be in a separate letter, reflecting the particular needs of swimmers in each group.

All applicants should consult the SNB Performance Program (draft document) and available lists of swimmers currently qualified for each group.

**Applications should be received by the SNB Executive Director before 24<sup>th</sup> September 2021.**

Please contact Paula Stewart ([stewartp@unb.ca](mailto:stewartp@unb.ca), 506-260-1758) for further information.



The Provincial Performance Coach will ensure oversight of training and competitions for all Performance and Provincially carded swimmers, exercising this role in cooperation with each swimmer's own club coach. S/he will coordinate training activities, facilitate access to other coaches, and identify competition opportunities for all Performance and Carded swimmers. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club. The Provincial Performance Coach may be an elected member of the Technical Committee or may attend meetings as a non-voting participant. S/he will receive an honorarium and travel funds from Swim NB in recognition of his/her commitment to exercising these responsibilities.

*The Provincial Performance Coach must be certified at level 3 or higher. S/he is expected to act for the benefit of all NB swimmers and favouritism towards swimmers from a specific club or region will be considered as unethical conduct.*

*The selected coach will be supervised by the Executive Director of SNB.*

## **Oversight and coordination of training for qualifying swimmers**

- At the beginning of each season and with support from SNB, prepare a list of all swimmers who meet selection criteria for Performance and Provincial carding. Ensure that this list remains up to date after principal qualifying events.
- In conjunction with each swimmer's own coach, prepare an evaluation of each swimmer and develop an overall training program that is appropriate to the needs of the swimmer.
- In conjunction with each swimmer's own coach, monitor performance of each swimmer to adjust the training program as needed.
- In conjunction with clubs, organise coach exchanges and other activities that enable swimmers to benefit from specific skills of coaches in other clubs.

## **Organisation of training camps and competitions**

- At the beginning of each season and with support from SNB, prepare a calendar of training activities and competitions that will normally include:
  - 1 or 2 training camps, of which at least one must be elsewhere than CGAC;
  - LC training opportunities;
  - All SNB Cups and Championships as per the provincial calendar;
  - 1 out-of-province competition.
- Organise, with support from SNB, and lead training camps and LC training opportunities.
- In conjunction with each swimmer's own coach, provide guidance and monitor performance during SNB Cups and Championships and during out-of-province competitions.

## **Mentoring and training other coaches**

- Provide guidance and mentoring to club coaches who have Performance swimmers, including at least one professional development activity each season and support in progression towards NCCP level 3 qualification.



The Canada Games Head Coach will ensure oversight of training and competitions for the provincial Canada Games team and is responsible for the SNB Canada games Plan Implementation. Beginning in the season before the Games, the CG Head-Coach will work with the CG Squad of swimmers who qualify for NexGen and meet CG age requirements. After provincial trials, the CG Head Coach will work with selected team members only. Prior to the Trials, s/he will coordinate training activities, facilitate access to other coaches, and identify competition opportunities for the CG Squad, although training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club. Once the team is selected, the CG Head Coach is responsible for training and preparations for all Team members. S/he will receive an honorarium and travel funds from Swim NB in recognition of his/her commitment to exercising these responsibilities.

*The Canada Games Head Coach must be certified at level 3 or higher. S/he is expected to act for the benefit of all NB swimmers and favouritism towards swimmers from a specific club or region will be considered as unethical conduct. The selected coach will be supervised by the Executive Director of SNB.*

## **Oversight and coordination of training for qualifying swimmers**

- At the beginning of each season and with support from SNB, prepare a list of all swimmers who meet selection criteria for the CQ Squad, being NexGen and Performances swimmers who also meet CG age requirements. Ensure that this list remains up to date after principal qualifying events.
- In conjunction with each swimmer's own coach, prepare an evaluation of each swimmer and develop an overall training program that is appropriate to the needs of the swimmer.
- In conjunction with each swimmer's own coach, monitor performance of each swimmer to adjust the training program as needed.
- In conjunction with clubs, organise coach exchanges and other activities that enable swimmers to benefit from specific skills of coaches in other clubs.

## **Organisation of training camps and competitions**

- At the beginning of each season and with support from SNB, prepare a calendar of training activities and competitions that will normally include:
  - 1 or 2 training camps, of which at least one must be elsewhere than CGAC;
  - LC training opportunities;
  - All SNB Cups and Championships as per the provincial calendar;
  - 1 out-of-province competition.
- Organise, with support from SNB, and lead training camps and LC training opportunities.
- In conjunction with each swimmer's own coach, provide guidance and monitor performance during SNB Cups and Championships and during out-of-province competitions.

## **Supervising assistant coaches**

- Identify assistant coaches in accordance with criteria and SNB CG plan, develop clear responsibilities with each assistant coach and monitor performance.



The Provincial NexGen Coach will ensure oversight of training and competitions for all NexGen swimmers, exercising this role in cooperation with each swimmer's own club coach. **In Canada Games years, the NexGen program will be coordinated with the CG Squad.** S/he will coordinate training activities, facilitate access to other coaches, and identify competition opportunities for all NexGen swimmers. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club. The Provincial NexGen Coach may be an elected member of the Technical Committee or may attend meetings as a non-voting participant. S/he will receive an honorarium and travel funds from Swim NB in recognition of his/her commitment to exercising these responsibilities. The selected coach will be supervised by the Executive Director of SNB.

*The Provincial NexGen Coach must be trained at level 2 or higher. S/he is expected to act for the benefit of all NB swimmers and favouritism towards swimmers from a specific club or region will be considered as unethical conduct.*

## Oversight and coordination of training for qualifying swimmers

- At the beginning of each season and with support from SNB, prepare a list of all swimmers who meet selection criteria for NexGen. Ensure that this list remains up to date after principal qualifying events.
- In conjunction with each swimmer's own coach, prepare an evaluation of each swimmer and develop an overall training program that is appropriate to the needs of the swimmer.
- In conjunction with each swimmer's own coach, monitor performance of each swimmer to adjust the training program as needed.
- In conjunction with clubs, organise coach exchanges and other activities that enable swimmers to benefit from specific skills of coaches in other clubs.

## Organisation of training camps and competitions

- At the beginning of each season and with support from SNB, prepare a calendar of training activities and competitions that will normally include:
  - 1 or 2 training camps, of which at least one must be elsewhere than CGAC;
  - LC training opportunities;
  - All Invitational meets, SNB Cups and Championships as per the provincial calendar;
  - 1 out-of-province competition.
- Organise, with support from SNB, and lead training camps and LC training opportunities.
- In conjunction with each swimmer's own coach, provide guidance and monitor performance during SNB Cups and Championships and during out-of-province competitions.

## Mentoring and training other coaches

- Provide guidance and mentoring to club coaches who have NexGen swimmers, including at least one professional development activity each season and support in progression towards NCCP level 2 qualification.



The Provincial Development Coach will coordinate training opportunities for all Development swimmers, working closely with each swimmer's own club coach. S/he will coordinate training activities, facilitate access to other coaches, and identify competition opportunities for all Development swimmers. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club. The Provincial Development Coach may be an elected member of the Technical Committee or may attend meetings as a non-voting participant. S/he will receive an honorarium and travel funds from Swim NB in recognition of his/her commitment to exercising these responsibilities. The selected coach will be supervised by the Executive Director of SNB.

*The Provincial Development Coach must be certified at level 1 or higher, and preferable trained at level 2. S/he is expected to act for the benefit of all NB swimmers and favouritism towards swimmers from a specific club or region will be considered as unethical conduct.*

## **Oversight and coordination of training for qualifying swimmers**

- At the beginning of each season and with support from SNB, prepare a list of all swimmers who meet selection criteria for Development. Ensure that this list remains up to date after principal qualifying events.
- In conjunction with each swimmer's own coach, prepare an evaluation of each swimmer and identify key training needs appropriate to each swimmer.
- In conjunction with each swimmer's own coach, monitor performance of each swimmer to adjust the training program as needed.

## **Organisation of training camps and competitions**

- At the beginning of each season and with support from SNB, prepare a calendar of training activities and competitions that will normally include:
  - 2 training camps in each region;
  - LC training opportunities;
  - All Invitational meets, SNB Cups and Championships for which swimmers qualify;
- Organise, with support from SNB, regional training camps and LC training opportunities.
- In conjunction with each swimmer's own coach, provide guidance and monitor performance during Invitational meets, SNB Cups and Championships.

## **Mentoring and training other coaches**

- Provide guidance and mentoring to club coaches who have Development swimmers, especially those who are prepared to lead regional training camps.
- Organise at least one professional development activity each season and support progression towards NCCP level 2 qualification.



During the 2021-22 season, the Provincial Para Coach will be responsible for developing a Para swimming program in New Brunswick. Priorities for this season are:

- Identifying existing coaches who are interested in developing Para coaching skills and organising training and certification pathways.
- Identifying Para athletes who are already members of SNB clubs, or who have expressed interest in joining a club.
- Collaborate with Para Sports NB and other organisations to identify opportunities to build a Para swimming program, specifically including areas where there is both interest from potential Para athletes and coach capacity. Prepare funding proposals with support from SNB.

*The Provincial Para Coach must be certified at level 1 or higher and have qualifications and/or experience with Para swimming.*

*The selected coach will be supervised by the Executive Director of SNB.*