

**Call for Expressions of Interest:  
Rowing Canada Aviron – Coach Education and  
Development Committee**



***About Rowing Canada Aviron (RCA):***

Rowing Canada Aviron (RCA) is a non-profit organization recognized by the Government of Canada and the Canadian Olympic Committee as the national governing body for the sport of rowing in Canada. RCA represents 15,000 registered members at all levels, novices, juniors, university students, seniors and masters, and people with disabilities, whether they row for recreation, health and fitness or competition.

RCA is a member of the [Canadian Olympic Committee](#), the [Canadian Paralympic Committee](#) and the [Fédération internationale des sociétés d'aviron \(FISA\)](#), the international federation for rowing. Please visit [www.rowingcanada.org](http://www.rowingcanada.org) for more information.

***About the RCA Coach Education and Development Committee (CEDC):***

The RCA Coach Education and Development Committee works primarily with RCA's Director of Coach Education and Development to facilitate the development and implementation of a fully-integration national coach education and development program that responds to the needs of Canadian rowing coaches. With over 1,500 coaches geographically dispersed across the country from volunteer club coaches through Canada's national rowing team coaches, the learning and development needs of this audience are diverse.

To meet the needs of this diverse group of coaches, the (CEDC) shall:

- Work with the Director of Coaching Education and Development to identify annual coach education and development priorities, strategies and the resources required to effectively implement these;
- Provide key inputs into the ongoing assessment of the "current state" of coach education and development for rowing in Canada;
- Propose potential solutions to the gaps and shortfalls in the RCA coach education and development programs;
- Provide strategic advice to increase the quality and quantity of rowing coaches in Canada;
- Understand and respect RCA's mission, priorities, strategic direction, policies, CED guiding principles and Long-Term Athlete Development principles and undertake the work of the Committee within same;
- Provide input into RCA's policies and operational guidelines in the areas of coach education and development
- Assist in the revision of current RCA coaching resources and/or in development of new resources for coaches
- Participate in special initiatives where expertise on coach education is needed.
- Perform additional tasks as may be assigned to the Committee by the CEO or Board of Directors

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- Consult with the Provincial Advisory Council as required to seek input and direction on policy and program initiatives.

***Composition of the RCA Coach Education and Development Committee (CEDC):***

The CEDC shall be made up of a core group of five (5) to eight (8) individuals:

- RCA Director of Coach Education and Development;
- RCA High Performance Director and / or the RCA Talent Identification Director, or designate;
- One (1) RCA-registered coach (with grassroots, club, provincial and high performance experience) as well as expertise in rowing technique, education, curriculum design and sport system development;
- One (1) RCA-registered coach or program leader with expertise in the development, delivery/instruction of recreational/masters/para rowing/coaching development programs at the community, regional and/or provincial levels; and,
- Up to three (3) additional members-at-large based on project/core competency needs.

***About the CEDC Positions Available:***

As per the CEDC composition above, RCA is recruiting to fill up to five (5) positions.. RCA is specifically looking for:

- One (1) RCA-registered coach (with grassroots, club, provincial and high performance experience) as well as expertise in rowing technique, education, curriculum design and sport system development;
- One (1) RCA-registered coach or program leader with expertise in the development, delivery/instruction of recreational/masters/para rowing/coaching development programs at the community, regional and/or provincial levels; and,
- Up to three (3) additional members-at-large based on project/core competency needs (defined above).

Of the above, a combination of the following competencies and experience are desired among the core group members:

- Experience as an NCCP Learning Facilitator or Master Learning Facilitator from rowing or another sport in Canada;
- Experience as an RCA Evaluator;
- Expertise in learning management systems and / or learning solutions (e.g., blended learning and mobile learning solutions)
- Experience delivering learning solutions to a volunteer- or part-time employee base;
- Experience working with beginner rowers; and,
- Experience working with high performance rowers.

***General Characteristics of CEDC Members:***

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In addition to the specific requirements defined for the five (5) positions available, the selection of CEDC members will also be based on desired characteristics, such as:

- Specific knowledge and skills related to current coach education and development strategic priorities;
- Ability to create, assess and defend a business case;
- Demonstrated capacity to think and act objectively and independently from any RCA member, provincial rowing association, club, etc. while contributing to the committee;
- Entrepreneurial and innovative spirit regardless of resource constraints;
- Positive leadership experience in an organization in the midst of significant organizational and/or cultural change;
- credibility in your field of expertise; and,
- Sound business, professional background, and/or sport background.

***Time Commitment:***

Regular attendance and full participation in CEDC meetings are required. The CEDC conducts conference calls every six weeks and has approximately one face-to-face meeting per year.

***Term:***

Beginning in September 2014, the CEDC members will serve a three-year term. All members could be eligible to serve additional terms thereafter.

***To Apply:***

Please provide a brief letter of motivation with your full contact information, why you feel suited for the role, and a copy of your Curriculum Vitae (CV).

Please submit all applications via email to Jacquelyn Novak, Director Coach Education and Development and Chair of the RCA CEDC at [jnovak@rowingcanada.org](mailto:jnovak@rowingcanada.org).

Nominees are encouraged to submit applications as soon as possible, with a **deadline of August 31, 2014**. Review of applications will commence on September 1, 2014.

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