



**Job Posting**  
**Head Provincial Coach and Performance Manager**  
**Field Hockey BC**

The position of **Head Provincial Coach and Performance Manager** is designed to support the delivery of programming intent on improving the skill and knowledge base of both male and female athletes and coaches throughout the Province of British Columbia. The Head Provincial Coach and Performance Manager will be directly responsible for the systemic development of athlete and coach pathways, for skills matrix oversight, direction, and coach mentorship within Field Hockey BC's **Train to Train (T2T); Train to Compete (T2C); Learn to Win (L2W); and Academy Programs**, as well as be responsible for supporting the active implementation of the National Coach Certification Program (NCCP) and the FHBC Provincial Coach Education (PCE) program. The Head Provincial Coach and Performance Manager reports directly to the Executive Director.

**Specific Responsibilities:**

**Systemic Development of Performance Stream Athlete and Coach Pathways**

- To lead the development of progressive male and female pathway models designed to promote both athlete and coach progression within performance stream programming in British Columbia (BC)
- To liaise with and work with the NSO (Field Hockey Canada) in the development of BC based integrated performance stream programming for athletes and coaches at all levels below the Canadian Senior National Team program (L2W/T2C/T2T)
- To lead the development of a performance stream 'blueprint' (skills matrix and talent identification metric) for Provincially targeted performance-based athletes (those designated Provincial 1-3) at T2T, T2C, and L2W stages of development
- To further refine the FHBC Coach Mentorship Program to include minimum mandatory standards for coach appointment to FHBC performance stream programming
- To further develop the process and pathway for coach application and appointment to Regional Technical Training programs, talent identification, and Provincial team programming (and in doing so enhance the level of transparency)
- To liaise with the NSO (Field Hockey Canada) in the development of a coach educational based professional development pathway that includes exposure to and potential appointment to the Junior and Senior National Team Programs
- To work with all the FHBC Regional Head Coaches and applicable Club Head Coaches in the development and execution of the annual FHBC Yearly Training Plan (YTP), to include specific individual and/or group planning for performance athletes ranked Canadian Development and Provincial Development 1 (those athletes identified as 1-5 years out from potential Senior Canadian Representation)
- To further refine the performance stream Talent Identification and Selection metric to ensure consistency across both FHBC athlete programming and alignment with that of the NSO (Field Hockey Canada) junior national programs

- To work with the FHBC Athlete Program and Sport Development Manager in the compilation and submission of the annual CSI targeted athlete list and to liaise with CSI leadership staff as may be required

### **Athlete Development Programs (LTFHD Regional, Provincial, and Academy Programs)**

- To work with the Field Hockey BC (FHBC) Athlete Program and Sport Development Manager in setting the athlete yearly training plan (YTP) for each Long-Term Field Hockey Development (LTFHD) stage of FHBC athlete programming (L2W/T2C/T2T)
- To work with the FHBC Athlete Program and Sports Development Manager to further develop the annual skills matrix program plan for all athletes ranked Provincial Development 2 and Provincial Development 3 in BC
- With support from all Regional and Provincial Team Coaches and Evaluators, conduct formal evaluations with all provincially targeted athletes (Canadian Development and Provincial Development 1 and 2) twice yearly.
- To work directly with the coaches assigned to develop athletes ranked Provincial Development 1 (athletes expected to be selected to the junior national program)
- To oversee the sport science and medical service plan for all direct delivery FHBC athlete programs
- To lead the development and oversee the curricula delivery of the FHBC Technical Development and Elite Programs
- To provide support for and monitor those coaches recruited to lead and deliver FHBC Technical Development and Elite Programming
- To lead the development and oversee the curricula delivery of the FHBC Academy Program (NVSD)
- To provide support for and monitor those coaches recruited to lead and deliver the FHBC Academy Program (NVSD)
- To act as a liaison between Field Hockey BC and the Field Hockey Canada National Coaching staff to ensure that the Field Hockey BC skills matrix is aligned and appropriate to the Junior and Senior National Team Program
- To be a Head Coach within the Provincial Team BC Program as may be required

### **Coach Education and Coach Mentorship**

- To oversee the appointment and mentorship of targeted FHBC Coaches within the T2T, T2C, and L2W stages of FHBC LTFHD programming
- To work with the FHBC Athlete Program and Sport Development Manager in the identification and appointment of coaches within FHBC athlete programming
- To further develop the FHBC skills matrix for practical **coach** delivery within all FHBC athlete programming
- To support the FHBC Athlete Program and Sport Development Manager with the administrative requirements in the delivery of the NCCP and PCE pathway programs
- To assist the FHBC Athlete Program and Sport Development Manager in the organization of FHBC Annual Coaching Seminars

### **Resource Development**

- To further develop the Field Hockey BC Skills Matrix for the T2T, and T2C stages of the LTFHD framework
- To produce coach educational resources designed to enhance the professional development of coaches within FHBC programming, as well as resources complimentary to the PCE and NCCP pathways

## **Administration**

- To formally report to the Executive Director and Coaching Director on a quarterly basis
- To attend Field Hockey BC Athlete and Coach Sub-Committee Meetings at the request of the respective Board Director
- To compile budgetary submissions for coaching and coach education grant applications (as appropriate)
- To liaise with the FHBC Athlete Program and Sport Development Manager to ensure all athlete programs meet the standards and outcomes set within the Yearly Training Plan (YTP)
- To assist the FHBC Athlete Program and Sport Development Manager to ensure that all NCCP records are appropriately submitted to the Coaching Association of Canada (CAC) database and that the FHBC coach database is kept up to date
- To assist the FHBC Athlete Program and Sport Development Manager in ensuring all coaching pages on the Society website are up to date and aligned with current FHBC programming
- To assist where necessary the FHBC Athlete Program and Sport Development Manager to ensure coaching related opportunities are appropriately promoted through the Society's media platforms

## **Terms**

The Head Provincial Coach and Performance Manager will be based at the FHBC office in Surrey, BC and the position is offered as a full-time contract (37.5 hours per week). The initial contract will be for a period of ten months (from November 1, 2021) with the option to extend for a further 12 months (pending review) and the annual gross salary range for this position is \$55,000-\$70,000.

## **Application**

At least 5 years previous experience in coaching field hockey at a high-performance level as well as an understanding of the Canadian Long-Term Athlete Development Model (LTAD) is essential for application. Field Hockey Coach Certification at NCCP Level 3 (old system) or Competition Development (new system) is desirable but not essential for application (candidates will be expected to be able to reach the certification standard of NCCP Competition Development within the first eight months of contract). A passion for sport and sports development at all levels of participation is essential.

Field Hockey BC will require applicants to gain appropriate criminal records clearance and the Society also requires the submission of at least two job related references. Job related references can be submitted upon application or following a successful invitation to attend interview. Only those applicants invited to attend interview will be contacted following the application deadline.

**Deadline for applications: October 10, 2021**

**Job to commence from: November 8, 2021**

**Please send your resume and covering letter by the deadline date above to:**

**Mark Saunders**  
**Executive Director, Field Hockey BC**  
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