



EMPLOYMENT OPPORTUNITY

2019 Indoor Team Ontario & High Performance Coaches

Location : 60 Scarsdale Road, Unit 1111, Toronto ON, M3B 2R7

Supervisor's Title: Director of High Performance - Louis-Pierre Mainville

Posting Date: October 26th, 2018

Closing Date: November 11th, 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.

JOB SUMMARY

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

In 2018, the OVA went away from age group nomenclature for its high performance programs to instead focus on the developmental and skill level of the athletes. The Team Ontario White program will be a developmental program and will focus on athletes at the 15U skill level. The Team Ontario Red program will be developmental and will focus on athletes at the 16U skill level. The Team Ontario Black program will be geared towards performance and will focus on athletes at the 17U skill level. Identified athletes will be placed in the appropriate group regardless of their age. The listed year of birth in the descriptions below is a general indication of the age of most players in the program.

The OVA will be hiring Team Ontario Coaches (Head Coach, Assistant Coach) for the following programs:

Performance Focused Programs

- Team Ontario Black (Boys and Girls)
 - Program focuses on the development of performance of athletes born in September 2001 or later and who have a high performance background. Another goal of this program is to introduce athletes to international competition
 - The successful candidates will be responsible for identifying and developing high performance athletes in preparation for the 2019 US High Performance Championship in Fort Lauderdale
 - The training camp will take place from July 7th-17th in a location TBD The focus of this program is on the development of performance and the introduction to international competition.
 - Athletes are selected at the Team Ontario Black Selection Camp at the end of May 2019

Development of High Performance Programs

- Team Ontario Red (Boys and Girls)
 - Program focused on development of athletes born in September 2002 or later who have some experience in a high performance context
 - The successful candidates will be responsible for identifying and developing high performance athletes during the High Performance Center in preparation for the 2019 Canada Cup.
 - The High Performance Center (HPC) will run from July 6th-13th at Nipissing University in North Bay.
 - Team Ontario Red athletes will be selected on two (2) teams per gender following the HPC and train for 4 days prior to the Canada Cup that will take place in Halifax, NS.
 - One team will travel to Quebec City to train with Team Quebec prior to Canada Cup
 - One team will stay in North Bay to prepare for Canada Cup
- Team Ontario White (Boys and Girls)
 - This camp is for athletes born in September 2003 or later who want to gain experience in a high performance context to prepare for future participation in the indoor/beach Team Ontario Red program
 - The successful candidates will be responsible for identifying and developing high performance athletes during the Team Ontario White integrated training camp. Team Ontario White athletes will compete against each other in a friendly competition
 - The camp dates and location are to be determined. The program will be a week-long camp.
- Tall Maples (Boys and Girls)
 - This camp is tailored to athletes with above average physical attributes born in 2004 or later who show potential to contribute to the success of the Team Ontario programs in the future.
 - The camp is focused on addressing the needs of tall athletes and integrates both indoor and beach volleyball.
 - Coaches will work on various development aspects such as motor skills, agility, coordination and obviously, volleyball skills.
 - The camp will take place from July 14th-20th, 2019 at Nipissing University in North Bay

* More information on will be announced when finalized.

High Performance Athlete Identification Process

2019 will be the fourth year executing the OVA Athlete Identification Process. Team Ontario Coaches will be required to participate in the player evaluation throughout the OVA indoor club season. Athletes will have to enter the identification process if they wish to be invited to the Team Ontario White program, the HPC or the Team Ontario Black Selection Camp

The information on this process will be posted to the OVA website no later than December 2018.

KEY RESPONSIBILITIES FOR TEAM ONTARIO BLACK AND RED COACHES

HEAD COACHES

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

- Lead the HPC training camp or Team Ontario Selection Camp and care for the holistic development of all participating athletes.
- Lead one (1) team as the Head Coach during the Team Ontario program leading to the 2019 Canada Cup or US HP Championship.
- Actively take part in the identification and selection of athletes for Team Ontario through the OVA High Performance Athlete Identification Process as well as during the HPC/Selection Camp. The identification and selection of athletes will be conducted by the Team Ontario staff in cooperation with the OVA High Performance Director and OVA High Performance Apprentice Coach/Coordinator.
- MUST attend a minimum of two (2) OVA tournaments as well as Ontario Championship for the purpose of the Athlete Identification process
- Develop and implement an effective and holistic training program for the Team Ontario training camp and the High Performance Centre.
- Abide by the Team Ontario Selection policy, OVA Code of Conduct and Recruiting Policy
- Perform administrative duties as needed
- 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
- Have a strong knowledge and understanding of the Team Ontario System

ASSISTANT COACHES

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

- Assist the Head Coach in leading the HPC training camp or Team Ontario Selection Camp and care for the holistic development of all participating athletes.
- Assist the Head Coach during the Team Ontario program leading to the 2019 Canada Cup or US HP Championship.

- Actively take part in the identification and selection of athletes for Team Ontario through the OVA High Performance Athlete Identification Process as well as during the HPC or Selection Camp.
- MUST attend a minimum of one (1) OVA event as well as Ontario Championship as part of the Athlete Identification Process
- Abide by the Team Ontario Selection policy, OVA Code of Conduct and Recruiting Policy
- Perform administrative duties as needed

KEY RESPONSIBILITIES FOR TEAM ONTARIO WHITE AND TALL MAPLES COACHES

The coaching model for these programs is different than for the other Team Ontario programs as they are part of an earlier stage of the OVA high performance coach development pathway. The coaching staff will be organized as follows:

- Team Ontario White
 - One (1) mentor coach will work with and supervise five (5) Team Ontario White coaches. Direct mentorship will provide the Team Ontario White coaches with an opportunity to prepare for future participation in the Team Ontario Red programs
- Tall Maples
 - Three (3) coaches per gender will work together as co-coaches to lead the program. For the purpose of planning and communicating with OVA staff, one (1) Tall Maples coach per gender will be named lead-coach

The duties of all Team Ontario White and Tall Maples Coaches will include, but are not necessarily limited to the following:

- Deliver the Team Ontario White or Tall Maples program and care for the holistic development of all participating athletes.
- Actively take part in the identification and selection of athletes for Team Ontario White through the OVA High Performance Athlete Identification Process. The identification and selection of athletes will be conducted by the Team Ontario staff in cooperation with the OVA High Performance Director and OVA High Performance Apprentice Coach/Coordinator.
- Team Ontario White coaches MUST attend a minimum of two (2) OVA tournaments and Ontario Championship for the purpose of the Athlete Identification process
- Tall Maples coaches MUST attend one (1) Ontario Championship event for the purpose of identifying athletes for the program
- Develop and implement an effective and holistic training program integrating indoor and beach volleyball
- Must have some knowledge and experience or be interested in training both indoor and beach volleyball
- Abide by the Team Ontario Selection policy, OVA Code of Conduct and Recruiting Policy
- Perform administrative duties as needed
- 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
- Have a strong knowledge and understanding of the Team Ontario System

NUMBER OF POSITIONS AVAILABLE PER PROGRAM

Tall Maples (Girls): Three (3) coaches. One (1) coach will be named lead-coach

Tall Maples (Boys): Three (3) coaches. One (1) coach will be named lead-coach

Team Ontario White (Boys): Five (5) coaches

Team Ontario White (Girls): Five (5) coaches

Team Ontario Red (Boys): Two (2) Head Coaches and two (2) Assistant Coaches

Team Ontario Red (Girls): Two (2) Head Coaches and two (2) Assistant Coaches

Team Ontario Black (Girls): One (1) Head Coach and one (2) Assistant Coach

Team Ontario Black (Boys): One (1) Head Coach and two (2) Assistant Coaches

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
- Team Ontario Black & Red
 - Head Coaches must be fully certified NCCP Level 2 or Advanced Development Coach (Preference given to NCCP Level 3 Certified coaches or Performance Coach)
 - Assistant Coaches must have three (3) years experience in high performance volleyball
- Team Ontario White & Tall Maples
 - Coaches must be certified NCCP Level 1 or Development Coach OR be in the process of completing their NCCP Advanced Development Coach certification OR have three (3) years experience in high performance volleyball
 - Current post-secondary or professional players interested in pursuing coaching are encouraged to apply to these programs as they are part of the OVA high performance coach development pathway

** To ensure that the Team Ontario Program is held to the highest standard and to safeguard against conflicts of interest, Team Ontario Head Coaches may not be allowed to coach their own child. Coaches with children in the program may be asked to coach another team or Assistant Coach the team their child competes on.

QUALIFICATIONS

- Practical understanding of Volleyball Canada's Long-term Athlete Development (LTAD) model
- Knowledge of international volleyball standards for Team Ontario skill level
- Experience developing short and long-term holistic athlete/team training plans
- Practical understanding of positive youth development principles

- Ability to develop meaningful relationships with athletes
- Ability to create effective learning environments
- Willingness to learn and participate in coach development activities
- All Coaches must be able to travel to OVA tournament locations and Ontario Championship for the purpose of athlete identification and be willing to travel outside the province/country

TEAM ONTARIO COACH SELECTION CRITERIA

See the Team Ontario Selection Policy for full details on the selection process

HONORARIUM

Team Ontario Black/Red Head Coach - \$2,000 + daily honorarium for athlete identification
Team Ontario Black/Red Assistant Coach - \$1,500 + daily honorarium for athlete identification
Team Ontario White & Tall Maples Coach - \$800 + daily honorarium for athlete identification

OVA VALUES

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.



 111-60 Scarsdale Rd.
Toronto, ON M3B 2R7
 info@ontariovolleyball.org
 1-800-372-1568

REQUIREMENTS FOR APPLYING

Coaches interested in applying for Team Ontario Coach Positions should submit the following:

- Completed *Team Ontario Coach Application Form*
- Valid Vulnerable Sector Screening & Police Record Check as well as a completed OVA Screening Disclosure Form (*unless already submitted through club for 2018-19 OVA season*)
- Volleyball Resume
- Names and contact information of two (2) references

Please send all required documents to OVA High Performance Coordinator at lbreadner@ontariovolleyball.org by **11:59pm on November 11th, 2018** with the subject line: "TEAM ONTARIO COACH". Indicate all the programs you would like to be considered for in the body of your email

**The OVA is an equal opportunity employer.
Thank-you for your application but only potential candidates will be contacted for an interview.**