



COACH EMPLOYMENT PROGRAM

OVERVIEW AND GOAL

OVERVIEW

- The Support 4 Sport Coach Employment program is a funding program designed to support provincial sport organizations with hiring full-time technical leadership

GOAL

- The goal of the program is to enhance athlete, coach and program development through the provincial sport system
- Increase the number of athletes, coaches, and clubs delivering sport from participation through high performance.

PROGRAM CRITERIA

- PSO must have an approved NSPPI plan or be in the process of developing their NSPPI
- ***Clearly defined, Key Performance Indicators within the NSPPI or existing workplan will be used to measure the positions success for each 12-month period***
- ***Provincial Coach/Technical Director must be Level 3 or Comp Dev certified or working towards Comp Dev certification within an agreed to time line***
- Proven ability to coach/lead provincial team programs
- Historical performance in sport
- ***Review and sign off of annual workplan and professional development plan for Provincial Coach/Technical Director complete with measurable outcomes (If the PSO doesn't not have a workplan, a template can be provided)***
- Designate a PSO representative for Director of Coaching to regularly connect with

ADVERTISING/SHORTLISTING PROCESS

Advertising

- Once approval has been granted to pursue a Provincial Coach/Technical Director position the Provincial Sport Organization must post the position on the following websites:
- PSO website
- Sport Nova Scotia
- Career Beacon
- National Sport Organization Site
- SIRC (Sport Information Research Center)

Shortlist & Interview

- The Director of Coaching is required to participate in the shortlist and interview process.
- Once candidate is decided on a recommendation is made to the to the Support 4 Sport Committee for confirmation by the DOC.
- Once confirmation is given the PSO can make a formal offer of employment to the candidate.

FUNDING & REPORTING

FUNDING

- Funding contribution for full-time provincial coach/technical director are as follows;
- Support 4 Sport Coach Employment Program provides \$35,000
- PSO are required to provide a minimum of \$10,000 + \$2500 RRSP or salary top up
- PSO is responsible to cover 50% of the cost of health insurance benefits package
- Travel allowance for necessary travel, and Professional Development resources are a responsibility of the PSO.

REPORTING

- The PSO designated liaison and Director of Coaching will meet twice annually to review work completed by the Provincial Coach/TD to date.
- ***The Director of Coaching will meet informally throughout the year (3-4 times) with the Provincial Coach/TD for updates and provide the PSO representative with notice of these planned meetings***
- An Annual Review meeting will take place prior to the end of each year of the contract with the Provincial Coach/TD formally presenting on work plan and KPIs to the PSO representative, Senior staff and the Director of Coaching.