

CANADIAN SPORT INSTITUTE
POWERING PERFORMANCE. INSPIRING EXCELLENCE.

VISION: Canadian Sport Institutes/Centres are key contributors to Canada's world leading Olympic and Paralympic performances.

MISSION: To provide a world-class, multi-sport daily training environment for athletes and coaches through expert leadership, services, and programs.

LEAD SPORT SCIENTIST AND PHYSIOLOGIST – ROWING (1.0 FTE)

The Canadian Sport Institute Pacific (CSI Pacific) is seeking an enthusiastic and committed individual for the position of **Lead sport Scientist and Physiologist** with Rowing Canada Aviron (RCA). Providing service on behalf of CSI Pacific as part RCA's Performance Enhancement Team, the Lead Sport Scientist and Physiologist will head RCA's national rowing high performance physiology program and provide overall leadership in sport science. This role will ensure the integration of best practice in physiological and sport science services to enhance the daily training and competition environment and bring innovative ideas and practices to rowing. The aim is to enhance athletic performances to maximize the team's potential of winning medals at the Olympics and World Championships. The incumbent works closely with coaches, athletes, sport science and sports medicine specialists to ensure a safe, effective and holistic approach to performance development and enhancement. Reporting externally through RCA's High Performance Manager to RCA's High Performance Director, and internally to the Physiology Lead at CSI Pacific, this role is based in Victoria, BC, but has a national scope in terms of responsibility, and includes considerable domestic and international travel for training camps and competitions.

CORE COMPETENCIES: CSI PACIFIC

- Communication
- Knowledge (Continuous Improvement)
- Planning
- Reflection

COMPETENCIES: PHYSIOLOGY

- Initiative
- Relationship Management

CORE STRATEGY: PERFORMANCE SERVICES

- Fostering performance excellence through leadership, education, and evidence-based innovation in integrated sport science and sport medicine teams

KEY DELIVERABLES & SPECIFIC DUTIES:

1. RCA LEAD SPORT SCIENTIST (0.2 FTE)

In relation to Physiology and Sports Science Disciplines:

- Be the primary contact for RCA Staff and rowers regarding Sports Science interventions.
- Continually work to understand coaches needs and apply knowledge of high performance sport science and innovation strategies and integration of the Performance Enhancement Team to help coaches and athletes achieve success.
- Develop a national and international expert Science network with emphasis in rowing.
- Provide expertise, mentoring and direction to RCA's NextGen Sports Science Sports Medicine Program to ensure there is continuity in the delivery of quality sport science and sport medicine services both across Canada and at the development level.
- Provide a central point of communication between coaches and Performance Enhancement Team Sports Science members.



- Work with coaches and Performance Enhancement Team to lead the development and implementation of the National Training Blueprint and integrate relevant sports science testing (anthropometry, physiology, strength, hydration, neuromuscular testing etc.) accordingly.
- Communicate weekly training schedule with Performance Enhancement Team.
- Establish both short and long-term Performance Enhancement Team goals (new equipment, PD planning, etc).
- Act as a lead or coordinator of any relevant research and development activity.
- Collaborate with coaching staff and Performance Enhancement Team to do yearly gap analysis and monitoring and assist with OTP reporting.
- Be available for National Performance Enhancement Team initiatives and conference calls.

2. RCA LEAD PHYSIOLOGIST (0.8 FTE)

Provide leadership of RCA's National physiology program:

- Act as the communication hub for all physiology related issues.
- Monitor athlete compliance and provide weekly reports and interpretation of daily wellness and training load monitoring.
- Oversee and maintain Nation-wide physiological testing protocols and data management.
- Ensure that the RCAs Senior Coaches are briefed regularly on the rower physiological status including daily wellness and training load as well as interpretation of physiological test results.
- Provide evidence-based guidance to help senior coaches validate their respective National Training Blueprint, integrating physiology with training and with services from other support staff to optimise training and preparation.
- Management and up keep of the RCA National Training Blueprint.
- Ensure that recovery and regeneration is appropriately periodized and delivered strategically in the daily training environment and at camps and competitions.
- Measure physiological strain arising from training and competing in extreme environments (e.g. heat, cold, altitude) and uses appropriate countermeasures to enhance performance or training efficacy.
- Develop practical solutions to problems limiting the performance of athletes.
- Observe, support and monitor athletes and coaches in their daily training environment including training camps and competitions.

3. COMMUNICATION & ADMINISTRATION

- Support RCA in the development and implementation of sport specific applied research and innovation plans.
- Maintain awareness of the latest developments in physiology protocols, techniques and technology through conferences, seminars and self-directed reading.
- Participating in rowing specific research projects and relevant publications.
- Communicate and advise coaches of the latest technological developments applicable to rowing.
- Contribute to the development of a national sports network through regular liaison with colleagues in other sport institutes, universities and jurisdictions.
- Provide expertise into and assist with the development and implementation of other CSI Pacific programs.
- Participate on multi-disciplinary teams such as the Performance Enhancement Team to plan, review and strategize on how to increase sport performance as a whole or for individuals.

QUALIFICATIONS & EXPERIENCE:

Required:

- MSc in Exercise Physiology or a related field
- Minimum 9 years experience as part of a Performance Enhancement Team / Integrated Support Team working in elite sport in a high performance, inter-disciplinary environment

- Extensive experience in the provision of physiology and sport science services, including establishing and advising on sport-specific testing and monitoring programs, and advising on best practise in long-term physiological preparation and short term tapering and peaking strategies
- Training / experience in leadership and world-class expertise in a cross-sport performance component
- Experience conducting testing and research in a sport performance laboratory
- CSEP-Certified Exercise Physiologist certification or equivalent international certification
- CPR-C

Desireable:

- PhD, or PhD in progress in a related field

KNOWLEDGE, SKILLS, & ABILITIES:

Required:

- Excellent written and interpersonal communication skills, including conflict resolution
- Excellent leadership, mentorship, team building, and staff management skills
- Ability to be flexible and adjust to changing priorities
- Ability to develop strong relationships
- Strategic and long-term planning skills
- Strong understanding of the Canadian sport system
- Ability to work in a fast-paced environment with a high degree of independence and initiative
- Ability to travel extensively as required both internationally and nationally

Desireable:

- Rowing-specific knowledge or previous experience working with Rowing
- Bilingualism (English / French)

COMPENSATION: Salary range starting at \$80,000.00, commensurate with experience and education/qualifications, plus a full competitive benefits package and considerable mentorship and development opportunities

WORKING CONDITIONS:

- Primary work location is the CSI Pacific Victoria campus (at 4371 Interurban Rd) and RCA's daily training environments in the Victoria area, including Elk Lake and other outdoor on-the-water locations in all weather conditions
- Dynamic work environment with considerable domestic and international travel for training camps and competitions
- This is a full-time (37.5 hours per week) ongoing employment agreement
- Expected start date is March 2018

CLOSING DATE: Tuesday February 6, 2018, at 5:00 pm Pacific

TO APPLY: Please submit your resume and cover letter as ONE document via our GetHired page: <https://canadiansportinstitutepacific.gethired.com>.

We thank all applicants for their interest; however please note that only those selected for an interview will be contacted.

The Canadian Sport Institute Pacific is an equal opportunity employer