



# **Cross Country NWT**

## **2023 Arctic Winter Games**

### **Coach Selection Policy**

This policy sets out the process used by Cross Country NWT (CCNWT) to select coaches for Team NT at the 2023 Arctic Winter Games (AWG) (Jan 29-Feb 4) in Wood Buffalo, Alberta.

## **1. COACHING TEAM COMPOSITION**

The coaching team will be comprised of four (4) coaches as follows:

Head Coach  
Assistant Coach  
Team Manager  
Coach-in-training

If qualified coaches are available, one coach must be female and one male, unless otherwise approved by the AWG International Committee Technical Director and Technical Coordinator. If a coach from one gender is not available, a chaperone will be substituted. The roles and responsibilities of the Wax Technician can be assigned to the Assistant Coach, the Team Manager or the Coach-in-training.

## **2. ELIGIBILITY**

AWG Territorial Trials shall be held in [TBD] on December 7-11, 2022. It is expected that the Head Coach, Assistant Coach and Team Manager will attend the Trials. If unable to attend due to extenuating circumstances, this shall be pre-approved by CCNWT.

At minimum, the Head Coach must:

- Be certified at Nordiq Canada NCCP Competition Coaching Introduction Advanced - Training to Train (CCI - Advanced - T2T) or equivalent;
- Provide leadership to athletes and other coaches following the Long Term Athlete Development Plan and Coach Development Pathways;
- Demonstrate strong skills as a ski coach, including leadership and effective communication and team building skills;
- Demonstrate strong ski technique;
- Demonstrate strong knowledge of waxing techniques and current regulations;
- Demonstrate capacity to mentor more junior level coaches;

- Actively coach at T2T level (High Performance youth) for a minimum of two years prior to selection; and
- Have previous experience which includes coaching a ski team at out-of-territory events.

At minimum, the Assistant Coach must:

- Be certified at Nordiq Canada Competition Coaching Introduction - Learn to Train (CCI - L2T) or equivalent;
- Demonstrate strong skills as a wax technician;
- Demonstrate good ski technique;
- Actively coach for a minimum of one year prior to selection; and
- Have previous race experience as a ski coach or athlete.

At minimum, the Team Manager must:

- Have completed Nordiq Canada NCCP Community Coach Coaching Certification;
- Demonstrate the ability to ski;
- Possess some waxing experience or be willing to learn how to wax skis;
- Demonstrate skill in managing athletes who may have a wide range of skiing experience, ability, qualifications, knowledge, and skills; and
- Demonstrate strong organization and communication skills.

At a minimum, the Coach-in-training must:

- Have completed Nordiq Canada NCCP Community Coach Coaching Certification;
- Demonstrate the ability to ski;
- Possess some waxing experience or be willing to learn how to wax skis;
- Have previous race experience as a ski coach or athlete.

#### NOTES:

The coaching team must have one member who is an experienced wax technician. This can be either the Assistant Coach, the Team Manager or the Coach-in-training.

If a coach from one gender is not available, a chaperone will be substituted for either the Coach-in-training or the Team Manager position, and the minimum requirements will be considered, but potentially waived. If a chaperone is placed in the Team Manager position, the chaperone will be expected to fulfill the majority of the administrative tasks required of the Team Manager.

### **3. COACH SELECTION PROCESS**

The CCNWT Board has the authority to select the coaching team for the Arctic Winter Games.

A Coach Selection Committee shall be appointed by the Board from within the CCNWT membership. The Coach Selection Committee must be free from actual and perceived conflict of interest. Where conflict of interest may exist, committee members must identify the conflict and excuse themselves from selection decisions. Parents of athletes, or other individuals deemed by CCNWT to have special interest in the coach selection process, are not permitted to be members of the Coach Selection Committee.

The Coach Selection Committee shall select a Head Coach, an Assistant Coach, a Team Manager and a Coach-in-training to attend the Arctic Winter Games. The Coach Selection Committee reserves the right to select coaches from outside the pool of applicants at its discretion.

CCNWT Board reserves the right to remove a coach if, in its estimation, the coach is not sufficiently preparing the athletes for the Arctic Winter Games, or if the Board determines other legitimate reasons for removal exist. The decision of the CCNWT Board in such matters is final and the Board will communicate the reasons for removal to the coach in writing.

Coaching team members, including a chaperone, must submit a criminal record check (with vulnerable sector) completed in the previous 12 months to the CCNWT Board, and are required to sign a contract with CCNWT which outlines role and responsibilities.

Arctic Winter Games Coaches must complete Making Ethical Decisions (MED) training ([NCCP Make Ethical Decisions | CAC \(coach.ca\)](#)). Exceptions will potentially be made if a Chaperone is selected in place of the Team Manager or Coach-in-training positions.

Consideration will be given to applicants from all communities. The Coach Selection Committee will prioritize applications from well-qualified coaches with experience at ski races as an athlete or coach. The Coach-in-training position is designed to be a developmental position, and may be filled by an NWT individual who is attending post-secondary education outside of the NWT, thereby potentially unable to attend AWG athlete selection.

#### **4. REPLACEMENT of COACHES**

If a coach or team manager is unable to fulfill their commitment, CCNWT will appoint a qualified individual to fill the position based on the recommendation of the Selection Committee.