



Cross Country NWT

Head Coach (a Volunteer position)

Selection Policy

This policy sets out the process used by Cross Country NWT (CCNWT) to select a Head Coach - a volunteer position for Team NT from March 2025 - April 2027.

1. ELIGIBILITY

Head Coach

At a minimum, the Head Coach must:

- Be certified or in training for Nordiq Canada NCCP Competition Coaching Introduction Advanced - Learning to Compete;
- 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.
- Have completed Making Ethical Decisions, Leading Drug Free Sport, Managing Conflict, Coaching and Leading Effectively, Teaching and Learning, Psychology of Performance, Rule of Two and Safe Sport training on The Locker/coach.ca

2. COACH SELECTION PROCESS

The CCNWT Board shall appoint a Coach Selection Committee responsible to select the Head Coach. The Coach Selection Committee shall be appointed 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 the Head Coach.

CCNWT President reserves the right to remove the coach if, in its estimation, the coach has failed to perform their duties, or if the President determines other legitimate reasons for removal exist. Prior to removal, the CCNWT President and coach will work together to resolve issues. If no resolution can be found, all communication with the coach around dismissal will be provided in writing. The decision can be appealed to the CCNWT Board and the Board will review the appeal and communicate the verdict to the coach in writing.

The selected coach 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.

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.

3. REPLACEMENT of COACH

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

Appendix A: Duties of Head Coach

Duties of the **Head Coach** will include but are not limited to:

- Liaise with the CCNWT board for coach and athlete selection for Team NT
- Review technical packages for Arctic Winter Games and Canada Winter Games and provide feedback to the CCNWT board
- Have first right of refusal for the head coach position for Team NT for Arctic Winter Games and Canada Winter Games
- Help coordinate and attend Arctic Winter Games and Canada Winter Games selection races and training camps
- If they become head coach for Team NT, the head coach oversees all aspects of team coaching during the Arctic Winter Games or Canada Winter Games, including but not limited to wax testing, and developing a training schedule.
- Based on mutual agreement between the Head Coach and CCNWT, the duties could be expanded to include other duties, including:
 - National level Cross Country Ski Competitions
 - Mentor for other coaches
 - Review and support for club and community level programs