



SENIOR TECHNICAL LEAD – ROLES & RESPONSIBILITIES

Eagles Gymnastics Club

Updated: March 2024

Reporting to: Program Director

Hours of Work: 35 hours/ week. Up to 15 hours of admin, 20 hours of scheduled coaching

The Senior Technical Lead (STL) oversees the technical program components for the competitive teams at Eagles. The STL provides program direction in collaboration with Competitive Team Lead's overall vision, assessing and reinforcing program strengths, as well as positively and constructively working with coaching staff to address potential deficits. This role uses advanced knowledge to provide technical support to ensure gymnast success and program consistency. This position reports to the Program Director.

ROLES & RESPONSIBILITIES:

Organizational:

- Connect with the Competitive Team Lead and create clear program objectives, directions, and support plans.
 - Program objectives, directions and plans will be communicated to staff and, questions and clarifications will be directed to STL for a clear understanding of expectations.
- Manage skills testing quarterly in conjunction with competitive coaches.
 - This includes creation of the skills to be tested to fit with program plans and goaling.
 - STL to organize and analyze the data from testing to create a broad understanding of the athletes' developmental trajectory.
 - The objective of testing is data; however we want to celebrate the wins as we see them!
 - Physical report provided to CTL at conclusion of each testing cycle with verbal follow up.
 - Specialty camps could be designed and used to reflect concentrated time to work on a skill deficit from testing.
- In collaboration with the CTL and considering the input of the competitive coaching staff, selection of athletes for each team yearly and/ or camps.
- Collaborate with Program Director on class and gym space scheduling ensuring the competitive and instructional schedules are cohesive.
 - Providing projected team attendance days of week, and weekly hour allotment.
- Coach a designated competitive team as assigned by the CTL and fill in as coach in competitive and instructional programming, as necessary.
- In collaboration with CTL, strategize the competitive calendar and which groups will attend selected competitions. The CTL will report this strategy to Program Director.
 - Feasibility will be determined, and final selection will fall to Program Director.
- Attend competitions outside of Eagles as required for coaching.
- Attend on-site hosted invitational competitions as required for coaching.
- Attend out-of-province or USAG sanctioned competitions as required.
- Assist with coordinating and promoting special events.



Management:

- Provide technical support with the improvement of routines and competitive outcomes through an evidence-based approach and communicating areas for improvement with the staff, generally in a 1:1 scenario for peak mentoring.
- Provide exceptional role modeling and commitment to uphold Brandon Eagle's organizational policies and procedures as outlined in the provided employee handbook.
- Have a working knowledge of disciplinary policies and Eagles' organizational policies. Directly report to Program Director on disciplinary issues.
- Collaborate with CTL to research with staff training and professional development opportunities. These Professional Development opportunities are monthly allotted trainings through the season in scheduled blank programming days.
 - Parameters when deciding on PD opportunities- ensuring the opportunities for competitive coach growth and professional development are applicable to all coaching staff.
 - Suggestions for team builders, athlete and staff, to foster closer relationships are always welcome.
- Support competitive coaching staff to attain minimum level of certification so they can attend competitions.
 - Report updates to CTL for staffing considerations.

Administrative:

- Engage with the Competitive Team Lead in the development of Competitive programs. This includes the creation of descriptions of classes and flow for competitive levels. The Competitive Team Lead will report this document to Program Director.
- Track testing protocols for competitive athletes and use data to mark growth and development, and document for each athlete.
- Develop coach mentorship framework. Collaboration with CTL and Program Director for delivery of program.
 - While monitoring competitive coaching staff in the delivery of objectives, using this framework to provide guidance and support to those not meeting the expectations of their program objectives.
 - Communicate with Program Director on staffing concerns.
 - Communicate with Program Director on staffing successes, PD to develop a celebration system.
- With collaboration between CTL and on-staff choreography/ dance instructor, develop system of dance instruction to be implemented within the competitive program.
 - Providing technical assistance to the on-staff choreography/dance instructor to grow their capacity and assist our gymnasts with success at competition.
- With collaboration with the Program Director, CTL and utilizing community connections, develop system of strength training to be integrated into entirety of programming.
 - This could be both during regular training and as an add on program.



- Track and monitor athlete competition scores to understand athlete needs, coaching deficits, and potential accommodations and recommendations for upcoming meets and competition seasons.
 - In collaboration with CTL, the creation of SWOT or similar analysis. This report submitted to Program Director post each competition by CTL.
 - Strong plans to assist in the recovery of deficits to be communicated to the CTL.

Safety & Environment:

- Identify on floor safety issues or safety requirement changes and address with current Health and Safety officer of club.
- Contribute ideas to and attend any gym rearrangement of equipment.
- Encourage and promote member and parent involvement.
 - Be willing to meet with our families to facilitate effective communication on athlete health, goaling and planning should the CTL or primary coach request your assistance.
 - Greet all with kindness, and respect.
 - Assist in fostering the community of Brandon Eagles.

QUALIFICATIONS:

Our Senior Technical Lead will-

- Promote a positive and open work environment with a focus on safety, constructive communications, and conflict resolution.
- Contribute to a positive culture that centers on athlete safety, physical and mental health and appropriate LTAD.
- Role modelling excellent balance of work and joy contributing to well-rounded individuals.
- Have a minimum of NCCP Level 2 Gymnastics Certification and/or equivalent experience.
- Preference given to individuals with additional applicable education.
- Previous supervisory/management experience is preferred.
- Be a strong verbal and written communicator with a focus on customer service and dealing effectively with a diverse group of members.
- Provide clear criminal record and child abuse registry check.
- Hold a working knowledge of Microsoft Office/Office 365 including Word, Excel, Outlook and Publisher
- Demonstrate a passion for growing the sport of gymnastics in our community.
- Be accepting to other duties as assigned.

Wage: We are proud to offer competitive wage structure based on qualifications and experience including health benefits, and relocation allowance.

About us: With 40+ years of programming in our community, Brandon Eagles is an established, trusted, and sustainable program that is currently experiencing growth. Brandon Eagles is an inclusive and welcoming workplace that is pleased to offer support, professional development, and a strong community for your success.



Interested individuals should contact Marilee Simpson at: programdirector@brandoneagles.ca