

Call for Applications

PROVINCIAL ROWING COACH



Aviron Québec is seeking a Provincial Coach who will play a central role in the identification, development, and support of high-potential athletes throughout Québec. The successful candidate will contribute to the implementation of structured programs aimed at developing athletes identified at the "Espoir," "Relève," "Elite," and "Excellence" levels, while actively supporting coaches and clubs in their mission to foster high-performance rowing.

Talent Identification and Recruitment

- Develop and coordinate talent identification initiatives for young athletes.
- Collaborate with clubs, schools, sport centres, and regional partners to increase the recruitment of youth with rowing potential.
- Develop tools and criteria to identify athletes with long-term development potential.
- Participate in talent identification camps, including RBC camps and other provincial talent identification activities.
- Directly identify promising athletes at RBC camps and establish an introductory rowing program to facilitate their integration into clubs.
- Monitor identified athletes to promote retention in the sport and continued progression.

Athlete Development Toward High Performance

- Plan, coordinate, and supervise development programs for the following categories:
 - Ages 15 to 19
 - U23
 - Senior
- Oversee and coordinate training camps, technical activities, physical assessments, and provincial training gatherings, including support for Canada Games group camps.
- Contribute to the development of athlete pathways aligned with the following participation contexts: discovery, introduction, recreational, competitive, and high-performance rowing.



Coordination of the National Development and Performance Centre (NDPC)

- Manage and maintain NDPC equipment.
- Plan and coordinate activities, training camps, and training gatherings organized by the NDPC.
- Organize group training sessions and athlete development activities for targeted athletes.
- Support the Executive Director with the administrative and sport-related follow-up required for effective program management.

Support to Clubs and Coaches

- Assist clubs in implementing programs that promote talent identification and athlete development aligned with the various participation contexts: discovery, introduction, recreational, competitive, and high performance.
- Encourage the sharing of expertise and consistency of practices among clubs across the provincial network.
- Support coaches in designing and reviewing training plans for identified athletes.
- Advise clubs on best practices for recruiting, retaining, and developing young athletes.
- Collaborate with club coaches to ensure identified athletes benefit from appropriate training plans that match their stage of development.

Performance Monitoring and Government Athlete Identification

- Analyze athlete performances following provincial, national, and international competitions.
- Provide recommendations regarding athletes' progression through the various identification levels.
- Inform and support eligible athletes in completing the process necessary for athlete identification by the Québec Ministry of Education.
- Monitor identified athletes within their daily training environment.
- Maintain regular communication with club coaches to evaluate athlete progress and implement required adjustments.



Strategic Collaboration

- Focus primarily on athletes who are not eligible for, or not participating in, the Canada Games program to ensure they also receive structured support and development opportunities toward high-performance sport.
- Work closely with the Canada Games Coaching Team Coordinator through 2029 to ensure complementary interventions across the Québec rowing network.
- Collaborate with regional, provincial, and national partners, as well as sport organizations.

Related Duties

- Participate in technical meetings, committees, and special projects of Aviron Québec.
- Perform any other related duties that contribute to the development of high-performance rowing in Québec.

Special Conditions

- Position involves extensive travel to clubs and training centres.
- Regular travel within the Montréal and Estrie regions.
- Occasional travel several times per year to Quebec City and to the Saguenay-Lac-Saint-Jean region.
- Flexible schedule including some evenings and weekends depending on training camps, competitions, and development activities.
- Valid driver's licence required.
- French is the primary working language. Basic knowledge of French is required and willingness to learn is a strong asset.
- Hold sport-specific training with "Trained" status or the equivalent of the NCCP Competition-Development context, or any other training deemed relevant by the federation.
- Hold all safety and integrity training required by the federation, as well as the NCCP Making Ethical Decisions module.
- Comply with the Regulation to Ensure the Protection of Integrity in Sport and Recreation.



Employment Status: Full-time permanent position (indeterminate term)

Compensation: Based on experience

Vacation:

- 15 days during the first 12 months.
- 3 weeks from years 1 to 4, plus the week between Christmas and New Year's Day.
- 4 weeks from years 5 to 8, plus the week between Christmas and New Year's Day.

Interested candidates must submit their résumé and cover letter **no later than October 15, 2026**, by email to: info@avironquebec.ca.

Only selected candidates will be contacted for interviews.