



## National Ski Academy (Canada) Athletic Program Director/Head Coach

<b>Location:</b>	Collingwood, Ontario
<b>Program Pathway:</b>	U16 → FIS → OST → NCAA / National Team
<b>Position Type:</b>	Full-Time
<b>Start:</b>	April 2026
<b>Compensation:</b>	A competitive compensation package based on experience to be discussed with candidates

## Performance & Development Mandate

The **National Ski Academy (NSA)**, celebrating **40 years**, is a high-performance alpine racing academy dedicated to producing competitive, results-driven athletes. For four decades, our student-athletes have achieved measurable success at U16, FIS, OST, NCAA, and national team levels.

Reporting to the Executive Director we are seeking a results-driven, high-performance leader to build a podium producing program. This position will implement athlete development aligned with Alpine Canada's LTAD and HP frameworks and international best practices, preparing athletes to excel at U16, FIS, OST, NCAA, and national-team levels both individually and as part of a team.

## Why This Role Matters

- Lead a fully integrated academic and high-performance alpine program.
- Build a competitive, team-driven culture that produces podium results.
- Play a defining role in the relaunch and long-term success of the NSA.

## Role Overview

The **Athletic Program Director/Head Coach** is the leader of the NSA Alpine Race Program.

## Core Responsibilities

### High-Performance & Organizational Leadership

- Lead the NSA alpine program in alignment with Alpine Canada LTAD and HPAD frameworks, balancing long-term athlete development with performance outcomes.
- Establish and build a high-performance culture focused on continuous improvement and results.
- Recruit, lead, and develop a high-performance coaching and support staff.
- Oversee program operations including planning, budgeting, logistics, staffing, and travel.
- Ensure compliance with all safety, safeguarding, and athlete welfare standards.
- Design and implement progressive, periodized training plans integrating on-snow training, physical preparation, recovery, and competition.
- Utilize performance data, video analysis, and sport science principles to guide athlete development.
- Position the NSA as a podium-producing organization recognized for excellence in both development and results.



## **Integrated Academic–Athletic Model**

- Work directly with NSA academic leadership to ensure full integration of academics and high-performance training.
- Align training and competition schedules to support both academic achievement and athletic progression.

## **Athlete Recruitment & Pathway Development**

- Identify and recruit high-potential athletes capable of long-term progression and competitive success.
- Build strong relationships with clubs, Alpine Ontario and other provincial associations, Alpine Canada, and NCAA programs.
- Support athlete transitions through the NSA pathway and into post-secondary, high-performance sport, and beyond.

## **Required Experience & Qualifications**

- Bachelor's degree or equivalent experience in sport, education, or high-performance environments.
- 5+ years of high-performance alpine coaching experience at U16, FIS, NCAA, national, or equivalent levels.
- Advanced coaching certification (Alpine Canada Level 3 or higher, or international equivalent).
- Strong understanding of Alpine Canada LTAD/HPAD and Alpine Ontario frameworks, international competition structures, and NCAA pathways.
- Proven leadership building and managing development-focused, results-driven programs.
- Excellent communication, organizational, and leadership skills.
- Ability to travel extensively year-round.
- Current CPR/First Aid certification (or willingness to obtain).
- Valid driver's license.

## Contact:

Joanne Hale  
NSA Executive Director  
[jhale@nsa.on.ca](mailto:jhale@nsa.on.ca)