



## **MTBA MTB Head Coach**

### **Position Description and Information**

#### **MTBA MTB Head Coach**

In 2009 Cycling Australia (CA) ceased the formal High Performance (HP) support for MTB in Australia. Subsequent to that the Australian Sports Commission granted CA specific funding for MTBA to develop and deliver a program for the development and support of high performance athletes. The principle aim of the funding is to develop MTB XCO athletes to an extent that allows Australia to achieve the maximum number of starters for MTB at the 2016 Olympic Games, and further on, the 2020 Olympic Games.

#### **Funding**

The grant from CA for the current program is \$300,000 per annum from which the salary and costs for the position are derived. MTBA has added funding for two part time contract roles to assist in delivering aspects of the program, specifically overall program management and DH coaching.

#### **The Position**

MTBA is looking for a highly qualified and motivated person to take on the role of Head Coach for MTB in order to achieve the principle aim of the funding as well as supplementary, but nevertheless important, outcomes. Applicants will be asked to give, in their response to their interest in this role, a detailed plan that responds to the primary and supplementary goals listed below. The nature of the existing program is available on the MTBA website or by contacting the MTBA Executive Officer.

This position is a full-time, year round position. While the hours are flexible the candidate will have to often work on weekends and in other non-standard hours. The role of Head Coach is demanding, requiring a candidate who is highly credentialed, organized and self motivated to achieve the best out of the athletes involved with the program.

The contract offered is for four (4) years with the possibility of an extension, depending on funding and performance, for another four (4) years.

This is a new position and will be funded by CA and is managed by MTBA.

#### **Job Description**

- Provide significant developmental and coaching support to both Junior and U23 XC riders
- Provide significant developmental and coaching support to Junior DH riders
- Take an active role in World Championship team preparation and management prior to and during the MTB World Championship's campaign
- Actively coordinate clinics/camps in accordance with your plan
- Be actively involved in the identification and coordination of emerging XC, DH, 4X, OT and CX talent in Australia
- Work closely with the CA HP Team
- Take an active role in the accreditation of MTB specific Coaches
- Take an active role in the coordination for the recruitment & skill development of MTB coaches
- Manage and administer high quality training opportunities for coaches.

## **Selection Criteria**

### **Essential**

- Possess an intimate understanding of the MTB discipline in Australia
- Have at least a NCAS Level 2 Coaching qualification, or equivalent, in cycling specifically and be able to demonstrate currency and recent experience coaching at this level. International applicants will be required to gain NCAS Level 2 or higher accreditation within 12 months if successful applicant
- Possess excellent communication skills
- Have a proven record of planning and managing allocated and limited budgets
- Show proof of the ability to plan, organize and manage the tasks applicable to this position
- Have extensive experience of international MTB competitions and the demands they place upon athletes and staff
- Be able to enhance existing programs for MTB development within Australia
- Have, or be committed to gaining, a remote or senior level first aid certificate.

### **Desirable**

- Be able to meet competing demands through effective prioritising in a results oriented environment.

### **Personal Attributes**

- Must have a genuine passion for mountain biking in all its forms
- Be self motivated and possess the ability to work unsupervised, and as part of a team
- Have the ability to fit in with and form effective working relationships with a varied range of groups and people
- Have the ability to recognise the different personalities and abilities of individual athletes, and the ability to work with these athletes to maximise their potential
- Have the ability to manage a crisis in a calm and orderly manner and to exercise sound judgment, observe confidentiality and use discretion and initiative
- Have the ability to foster trust and respect from the athletes
- Be prepared to travel and work interstate as well as overseas and acknowledge that out of hours work will be required on many occasions.

## **Goals**

### **Principal Goals**

- An increase in Australia's National ranking in XC as determined by the UCI
- Working towards a Nation ranking, as determined by the UCI, that allows Australia to place the maximum number of male and female MTB athletes on the starting grid for the Olympic Games in 2016 (and 2020).

### **Secondary Goals**

- Increase the number of participants participating at National level events
- To regain our leadership in gravity MTB
- Develop strategies that will ensure the transfer of DH and XCO Juniors to the U23 or Elite levels
- Develop DH and XC camps for Junior and Sub-Juniors as highly sought after training and development opportunities
- Develop and deliver innovative high quality DH and XC programs
- Assist in the development of athletes in the 4X and Bicycle Trials formats
- Develop strategies to ensure that the number of coaches increases over the period of engagement
- Develop a National implementation plan for coach development.

## **Monitoring**

- The Head Coach will report to the MTBA Executive Officer and present a summary of activity at each MTBA committee meeting
- The EO, Program Manager and an Executive member of the MTBA committee will monitor progress toward achieving the above goals and help direct and prioritize duties of the Head Coach
- Progress will be assessed by the reports filed by the Head Coach and measured by reference to the goals stated above.

### **Supporting Documents for your Application**

Your application must be inclusive of:

- An up-to-date Resume that responds to the Selection Criteria stated above in a comprehensive manner
- Your detailed plan to deliver the goals stated above
- Your budget to do so that works within the limited funding available.

### **Supervisor**

MTBA Executive Officer

### **Salary**

- \$72,000 pa plus super and allowances, indexed to CPI. A car may be attached to the position (conditions apply).
- This is a fixed term position for 4 years initially with an option to renew for another 4 years depending on funding and performance towards the stated goals.

### **Location**

- Negotiable

### **Please send resume and supporting information to:**

Tony Scott  
Mountain Bike Australia  
PO BOX 6310  
ALEXANDRIA NSW 2015

Attention: MTB Head Coach Position

or email to: [eo@mtba.asn.au](mailto:eo@mtba.asn.au)

Submissions must be received by MTBA (as above) by 5pm (Australian East Coast time) October 1 2012. Applicants shortlisted will be contacted by October 19 2012. Shortlisted applicants will be interviewed from the 22nd October 2012. The appointment will be made by 2nd November 2012. The commencement date will negotiated at the interview but the expectation is that the successful applicant will commence as soon as possible after the 2nd November 2012.