



Estonian Biathlon Federation is looking for Development Team Head Coach

The Estonian Biathlon Federation is looking for a Head Coach for the Estonian National Biathlon Development Team. Please find the entire job description below.

You will have a chance to take on exciting challenges in one of the most closely followed winter sports in Europe and the most popular winter sport in Estonia by leading the preparation of the Estonian Biathlon Development Team for local and international competitions.

We offer interesting work environment with our most talented young and junior athletes. Development Team consists of junior and late youth athletes while being the bridge from youth age to the National World Cup Team. Coaching will be the main focus of the job, but the Head Coach has also a crucial part in the development of Estonian biathlon training methodology and a close co-operation with Estonian Sport Academy and sport clubs.

The work consists of coaching the Estonian Biathlon Development Team during the training season, IBU Junior Cup, Y/J WCH, IBU JECH and IBU Cup competitions, including all coordination and other duties. The position includes travelling which presumes flexible working hours. Fluent English skills are required.

Key Attributes:

- Demonstrated leadership capability in developing, implementing and leading a successful high-performance program, team and culture
- Ability to lead projects, supervise staff or contractors and work as a team player in a volunteer-based organization
- Excellent time management and organizational skills
- Good judgement, discretion, tact and ability to work well with athletes, coaches, partners, staff and other partners
- Superior critical thinking skills, including capability to identify, appropriately assess and prioritize competing interests, and to challenge the status quo

- Strong organizational skills and demonstrated capability to develop and implement practical strategies, plans, and solutions to identified issues and problems

Criteria for applicants:

- Superior expertise in all relevant technical aspects of biathlon (skiing technique, shooting technique, rifle fitting, race support, wax/ski knowledge, etc.)
- Successful experience in leading teams of athletes, coaches and support staff at major international competitions
- Proven ability to build strong relationships and credibility with coaches, support staff and stakeholders
- Demonstrated business skills including planning, budgeting and change management

Estonian Biathlon Federation will hold interviews with selected candidates, where presentation of training methodology and example of training and competition season planning is expected.

The main training center of the Estonian Biathlon Team is in Otepää, Estonia. Partnership with the new Head Coach is expected to start latest in May 2023.

The contract will be signed for 1+1 years or 1+4 years.

Please send your CV and application in free form including salary expectations via email to Kauri Kõiv by 03.03.2023 (kauri.koiv@biathlon.ee)

More information/Inquiries:

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