



Position Description: National Junior and Development Team Coaches

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Position Title	National Junior Team and Development Team Coaching Roles
Employment Type	Full-time fixed contract for 2022-23 IBU/Northern Hemisphere Winter Season. Travel, accommodation, and meal expenses will be covered, and a uniform provided. A fortnightly wage commensurate with experience will be paid.
Dates:	Mid November 2022 to mid-March 2023
Reports To	Biathlon Australia Board (or delegate)
Location	Northern Hemisphere - Europe and may include travel to North America for Winter University Games and other events/training blocks.

Biathlon in Australia	<p>Biathlon Australia runs the sport of biathlon in Australia from participation to high performance. It is responsible for the development of athlete pathways and programs and entering athletes into IBU events of all levels.</p> <p>Biathlon Australia (BA) is the recognised member of the Australian Olympic Committee and the International Biathlon Union for the Winter Olympic sport of Biathlon in Australia.</p> <p>Biathlon as a sport in Australia is unifying and the organisations who have been involved in running biathlon in Australia are supporting the selection of one overseas training and IBU racing program for development, junior and open age athletes for IBU season 2022-23.</p> <p>Two coaches, one male/one female are being sought with suitable experience coaching Youth and Junior aged athletes between 14years and 21years of age.</p> <p>The roles will be supported with a Team Manager and with a waxing expertise resource appointed where possible at IBU racing events.</p> <p>At the end of the 2022-23 season, Biathlon Australia is looking to appoint National Team coaches for a period of 1 year, who will coach in AUS and travel overseas with the Australian Teams for IBU 2023-24 season. Coaches appointed for the 2022-23 IBU season may be interested in continuing with AUS and being considered for the 1yr coaching contract from April/May 2023.</p>
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Position Purpose	<p>The purpose of these positions is to lead the Australian Biathlon Development and Junior National teams for the 2022-23 IBU season. It will involve providing coaching services and racing support services (shooting and skiing) to athletes selected to the Biathlon Australia National Development and Junior Biathlon Teams.</p> <p>Athletes on the National Development and National Junior Team will form the pool of athletes from which selection to race at 2022-23 IBU Junior Cups and to attend 2023 Youth/Junior World Championships will be selected. Other Team athletes may also race at IBU Regional Cups and Country National Championships and other country events as is determined.</p>
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	<p>The IBU events attended will include:</p> <ol style="list-style-type: none"> 1) IBU Junior Cup No 1 - Martell (ITA) 5 Dec to 11 Dec 2022 2) IBU Junior Cup No 2 – Obertilliach (AUT) 12 Dec to 17 Dec 2022 3) IBU Junior Cup No 3 – Haanja (EST) 6 Feb to 12 Feb 2022 4) IBU Junior Cup No 4/Jnr OECH – Madona (LAT) 13 Feb to 19 Feb 2022 5) 2023 YJWCH – Kazakhstan 3 Mar to 12 Mar 2022 <p>The IBU is also holding a Training Camp in Martell from 26 November to 3 Dec 2022, which one of the Team coaches will be appointed to attend.</p> <p>Other events will be added to the above list as Northern Hemisphere racing calendars are released.</p> <p>Between 18 Dec 2022 and 31 January 2023, the Australian Team(s) will be based in a single location to undertake a 6 week training block between the end of IBU Junior Cup No 2 and the commencement of IBU Cup No 3. The positions will be expected to provide coaching support and training programs for athletes attending the training block, including attending local races.</p> <p>The location of the training block is still being determined but is likely to be one of GER, SWE, or USA.</p>
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Responsibilities	<p>The following responsibilities are requirements of the role:</p> <ol style="list-style-type: none"> 1) Daily coaching of athletes selected to the National Development Team and National Junior Team, including shooting and skiing. 2) Taking athletes to IBU Junior Cups and other events and providing coaching support including attending Team Captain's meetings, Official/Unofficial training, and racing management. 3) Driving team vans for training, racing and other purposes. 4) Selecting athletes for relay teams and starting groups as per Biathlon AUS selection criteria's, communication to Biathlon Australia of the selections. 5) Providing feedback to Biathlon Australia Board and Selection Committee regarding athlete performance. 6) Foster a strong team culture and assist athletes develop a strong training ethic during the 6 week training block between IBU Junior Cup No 2 and 3. 7) Developing suitable training programs for each level of athlete, personalised as required for the level of athlete including providing suitable training directions and communication to manage the varying levels of development, skill, and age. 8) Provide regular media content to Biathlon Australia's social media and website managers. 9) The role will be 6 days a week with one day a week (as much as possible) provided for time away from the Team.
Key Performance Indicators	<ul style="list-style-type: none"> • Ability to improve the racing performance and results of athletes on the Australian Development and Junior teams. • Ability to improve the capacity of the athletes to train and learn about being a biathlete. • Ability to communicate with young athletes and engage them in developing their biathlon skills. • Ability to communicate regularly with the Biathlon Australia Board and respond in a timely manner to emails and other forms of communication such as What's App. • Strong administration skills and able to be part of decisions and the administration regarding attending races outside of IBU Junior Cups. • Knowledge of opportunities and logistics regarding how to attend events outside of IBU Junior Cups.

Skills, Knowledge and Experience	<ul style="list-style-type: none"> • Sound XC ski training knowledge including strong technical skills. • Experience in shooting and cross-country skiing, coaching biathlon • Formal biathlon coaching qualifications and sport science qualifications would be an advantage. • Knowledge of waxing to assist athletes develop on-going ski management skills • Ability to communicate effectively (verbally and in writing) • Strong organisational and administration skills • Previous experience in managing biathlon teams at events would be an advantage • Strong communications skills, able to articulate ideas clearly and effectively.
Key Behaviours and Core Competencies	<ul style="list-style-type: none"> • A can-do attitude with enthusiasm and can bring a positive energy to a small sport on the AUS Winter Olympic program. • Approachable, with a professional and collaborative manner. • Interest and willingness to be part of a new coaching team for Australia. • Flexible and able to adapt to changed situations and requirements including helping athletes when circumstances change. • Strong interpersonal skills including an ability to achieve results through effectively working with others; sensitive and responsive to the needs and views of others; excellent at establishing goodwill and win-win relations. • Commitment to meeting relevant athlete needs; capacity to empathetically assist athletes; ensures problems are solved as soon as possible. • Demonstrates sound project planning, management and scheduling skills; prioritizes effectively and understands project details; able to assess, evaluate and select the required resources. • Strong attention to detail and can be relied upon to produce accurate data and documentation. • Time management skills including prioritising time and resources to maximise effectiveness; on-going reviewing that resources and time are being used to best advantage and deadlines are met.
Notes	<p>Appointed coaches will need to meet working with children requirements in Australia or be able to demonstrate they are approved to coach children (U18yrs) in their country of residence.</p> <p>Appointed coaches must not be related to athletes who are members of the Australian Biathlon Team, Australian Biathlon Junior Team, or Australian Biathlon Development Team.</p>

Biathlon Australia values and strives to deliver an inclusive and diverse environment. We welcome and encourage applications from all people who have an interest to work with a small but ever-growing team of athletes who are striving to make a positive and new contribution to the landscape of biathlon in Australia.