

Call for National Team Weapon Leaders: Epee & Sabre

The Canadian Fencing Federation (CFF) is seeking applications for two National Team Weapon Leaders, one each for épée and sabre.

The Weapon Leader works under the guidance of the CFF Executive Director and High Performance Committee, and is supported by the CFF High Performance/Membership Services Coordinator. The Weapon Leader establishes the annual competition schedule, the training camp schedule, plans the use of IST at events, and in conjunction with the Executive Director, assigns coaches to various projects. The Weapon Leader is also instrumental in the development of the selection booklets for cadet, junior, and senior fencers, and assists in the implementation of all national team programs.

The primary responsibility of the Weapon Leader is to build a national program for the weapon. This will be accomplished by creating a “Coaching Team” to work towards the common goal of implementing the weapon’s program and sustaining it from Cadet through to Senior High Performance. The Weapon Leader will also be responsible for open communication on a regular basis and in a timely manner with the personal coaches of athletes in their programs. The Weapon Leader must treat all athletes in their programs equally and fairly. The Weapon Leader and all members of their “Coaching Team” must meet the CFF’s Safe Sport requirements and commit to the Core Values of the CFF, and will be held accountable to them.

Each Weapon Leader will also be asked to commit to benchmarks for their program. These benchmarks must be realistic and achievable. They will be reviewed yearly by the High Performance Committee and consistently failing to achieve benchmarks can lead to dismissal.

The Weapon Leaders will follow the CFF’s Long-Term Development Framework for Train to Compete and Train to Win, and will incorporate this into the training plans for their respective programs.

Applicants must submit the following:

- Proof of NCCP Competition-Development or equivalent certification in the weapon for which the application is being made.
- Proof of completion of the NCCP “Make Ethical Decisions” module.
- Proof of completion of a CFF-approved Safe Sport training module and a valid background check.
- Proof of completion of the [“Keeping Girls in Sport”](#) module from Respect in Sport.
- Proof of completion of the [“Gender Equity LENS”](#) e-module from Canadian Women & Sport.
- A written plan incorporating cadet, junior, and senior events and training camps (including benchmarks).
- A written explanation of their coaching philosophy and how they will use this to achieve the benchmarks they set for their program.
- A coaching resumé preferably including testimonials from athletes and the names of two senior coaches who have agreed to provide references upon request.
- Proof of Canadian citizenship or permanent residency.

Applicants will have proven ability to work cooperatively with coaches and athletes, and will be able to communicate clearly (orally and in writing) in one of Canada’s official languages.

Note: All submitted application materials will be treated as confidential and will not be shared with anyone other than the Hiring Committee without the applicant's written permission.

Shortlisted applicants for these positions should be prepared for an interview with the selection committee to explain their written submissions.

The term of the agreement shall be from December 1, 2021 – August 30, 2022. Each Weapon Leader will receive an annual honorarium paid in monthly installments.

The Canadian Fencing Federation is committed to upholding the values of equity, diversity, and inclusion in our work environment. We actively encourage applications from persons who identify as women, Indigenous peoples, persons with disabilities, LGBTQ2S+ individuals, and members of visible minorities. Self-identification by candidates is completely voluntary.

Please send applications to:

ed@fencing.ca, **no later than November 10, 2021**

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