
Make a Difference to Sport in Nova Scotia!

Become the Coaching Lead for Equity, Diversity, Inclusion (EDI) and Mentorship

On behalf of the sport partners in Nova Scotia (Sport Nova Scotia and the Canadian Sport Centre Atlantic), we are seeking a leader to collaborate with communities across Nova Scotia to increase the opportunities for equity, diversity and inclusion in sport. This position will provide support to leaders in Black Nova Scotia, Indigenous and New Canadians communities to provide sport opportunities for all Nova Scotians. This new position will engage these and other communities to determine the best way that sport can be accessible for everyone. Many of the leadership programs are based on mentorship which will be a primary element of the responsibilities of the successful candidate.

The ideal candidate will have the follow qualifications:

- 10+ years of experience in coaching
- A proven record of leadership
- An undergraduate degree in a related field
- Demonstrate experience working with and in diverse communities, particularly racialized communities including Indigenous and Black Nova Scotian communities

This candidate will also have experience in working in independent and team environments. Understanding of basic technology is desired to engage partners in a variety of manners.

A complete job description is listed available on the Canadian Sport Centre and Sport Nova Scotia website by clicking [here](#). Resumes and cover letters should be sent to natalie@cscatlantic.ca by 4:00pm on September 20th, 2021. Salary is commensurate with qualifications.

The Canadian Sport Centre Atlantic is a non-profit, non-government, equal opportunity organization dedicated to the development and promotion of sport in Atlantic Canada.

Description of Employment

Job Title:	Coaching Lead - EDI and Mentorship
Reports to:	Coach & Technical Leadership Consultant & ACD Director
Employment Status:	Full time
Job Summary	Lead the initiatives to support the diversification of coaching across Nova Scotia and increase participation in coaching from under-represented groups. Lead the management of Nova Scotia's coach mentorship programs including the Black and Indigenous Coach Mentorship Program, the Community Coach Mentorship Program, and the Targeted Coach Enhancement Program.
Working Conditions:	Halifax office and offsite environments
Measures of Performance:	<ul style="list-style-type: none">-Quality of partnerships-Success in implementation of programs-Annual review process
Entry Level Criteria:	<ul style="list-style-type: none">-Undergraduate degree-Minimum of 10 years coaching experience at different levels of sport such as community, provincial and/or national

Role Strengths and Qualifications	Job Components
Coaching and Leadership:	<ul style="list-style-type: none"> -Lead the initiatives to support the diversification of coaching across Nova Scotia and increase participation in coaching from under-represented groups -Lead consultation with underrepresented communities in the area of leadership -Lead the management of Nova Scotia’s coach mentorship programs including but not limited to the Black and Indigenous Coach Mentorship Program, the Community Coach Mentorship Program, and the Targeted Coach Enhancement Program -Track Coach Mentorship program impact -Contribute to Nova Scotia coaching team activities and programs
Collaboration:	<ul style="list-style-type: none"> -Develop ongoing partnerships with Black, Indigenous, and new Canadian leaders and organizations to support their development of sport leaders -Support the Sport Development Team (SDT) to help PSOs increase diversity in coaching -Engage in meaningful relationships with all partners -Work collaboratively with provincial sport leadership teams including the Province of Nova Scotia (Communities, Cultures and Heritage), Sport Nova Scotia and other key partners
Reliability & Organizational Commitment:	<ul style="list-style-type: none"> -Be an active participant and contributor to CSCA staff and culture -Instill full confidence to complete job requirements responsibly and ethically -Quickly grasp job requirements; react well to pressure; adapt well to changing environments -Contribute to the Canadian Sport Centre Atlantic to achieve its Mission and Vision through stated organizational values (see attached description)
Dedication to Diversity:	<ul style="list-style-type: none"> -Demonstrate experience working with and in diverse communities, particularly racialized communities including Indigenous and Black Nova Scotian communities -Creative and forward thinking, challenge the status quo and provide ideas for future directions -Commitment to advancing equity and anti-racism in sport

Vision:
Working together to build Champions



CSC-Atlantic Purpose

To achieve meaningful performance progress with our partners

Value

Excellence

Behaviors

- We...
- are guided by evidence
 - are accountable
 - are 100% committed
 - challenge each other to be better
 - are seen as leaders in the community
 - foster and implement mentorship
 - develop better people

Value

Collaboration

Behaviors

- We...
- build strong relationships with coaches and partners
 - engages with COPSI network partners
 - share knowledge
 - have a growth mindset
 - leverage each others strengths
 - embody working together

Value

Innovation

Behaviors

- We...
- drive ongoing learning
 - support coach driven innovative research
 - generate highly applicable new knowledge and practices
 - allow time for new thinking towards meaningful solutions

Value

Integrity

Behaviors

- We...
- demonstrate Canadian sporting values
 - trust the people we work with
 - offer and expect respect in all interactions
 - practice humility
 - have each others backs
 - lead by example
 - welcome all people