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CANADA

JOB POSTING | NATIONAL TEAM COACH PARA-CYCLING LEAD

Summary of the role

We currently have a vacancy for a National team coach Para-cycling Lead.
Reporting to the Chief of High Performance Sport, the National Team Coach – Para-Cycling Lead provides leadership and direction for Cycling Canada's Para-Cycling High Performance Program. The role leads the planning, delivery and continuous development of the national Para-Cycling program, with a focus on athlete development, performance planning, coaching, competition readiness, and progression toward Paralympic and international performance objectives.

Working collaboratively with athletes, coaches, performance support staff and sport-system partners, the Para-Cycling Lead ensures clear performance expectations, aligned athlete pathways, effective integration of performance services, and an accountable, athlete-centred and safe high-performance environment. The role also contributes to strengthening athlete identification and development and building a sustainable pathway to international podium performance.

About Us

Cycling Canada is the national governing body for cycling in Canada, established in 1882. The organization aims to inspire Canadians to cycle and develop the sport across the country, from amateur to Olympic/Paralympic levels.

As an organization, our **purpose** is simple: inspire Canadians to cycle. Our **mandate** is to holistically develop our sport, putting more Canadians on bikes from coast to coast and more Canadians on podiums around the world. To that end, Cycling Canada has a bold strategic plan to transform our sport in Canada over the next ten years. We will engage, unite and support our partners to collectively develop our community through high quality programs, events and services that are aligned from coast-to-coast.

Status: Full Time, Permanent Position

Location: This is a hybrid position based out of Cycling Canada's office locations in: Bromont, QC or the Greater Toronto Area. Applicants from other locations may be considered in exceptional circumstances.

Salary range: $88,000 – $100,000 annually, plus comprehensive health benefits.

Specific Responsibilities

As a National Team Coach Para-Cycling Lead, you will contribute to our success by delivering on several key areas of responsibilities including but not limited to:

Athlete Development and Performance

- Design, implement, and monitor individualized training programs tailored to focus discipline athletes for both road and track para-cycling
- Design, implement and monitor Yearly Training Plans and Individual Performance Plans for focus discipline athletes
- Design, implement and monitor focus discipline qualification, development and performance strategies
- Conduct regular performance assessments and adjust training plans based on data and athlete feedback
- Provide technical and tactical coaching during training sessions and competitions.
- Collaborate with multidisciplinary support teams (e.g., physiotherapists, nutritionists, psychologists) to optimize athlete performance
- Stay updated on advancements in training methodologies and integrate best practices into coaching strategies

Talent Identification and Development

- Support the development coach in the identification and recruitment of emerging talent for the Para-Cycling program
- Support the classification lead in the identification of our classification strategy
- Collaborate with Provincial and Territorial Sports Organizations (PTSOs), Cycling Canada Hubs, local clubs and trade teams to build pathways for athlete development
- Design, implement and monitor Gold Medal profile
- Provide mentorship and technical guidance to developing athletes and coaches

Event Preparation and Support

- Lead National teams at national and international competitions, including Major Games, World Championships, and World Cups
- Develop strategic race plans and provide in-competition support to athletes
- Collaborate with the Events team on domestic scheduling planning as needed

Stakeholder Engagement & System Alignment

- In collaboration with the CHPS, build and maintain strong, collaborative relationships with key domestic and international stakeholders, including professional teams, PTSOs, clubs, coaches, funding partners, and organizations such as Own the Podium, the Canadian Olympic Committee, and the Canadian Paralympic Committee.
- Act as an ambassador for Cycling Canada

Leadership, Culture & Communication

- Foster a cohesive, high-performing culture across athletes, coaches, and staff, grounded in shared values, and a commitment to excellence.
- In collaboration with the CHPS, provide clear and strategic communication to internal and external stakeholders, articulating vision, priorities, and decisions effectively.

Operational & Financial Stewardship

- Participate in budgeting exercise and ensure resource and financial management for the Para-Cycling programs in collaboration with relevant directors, ensuring responsible stewardship and alignment with strategic priorities.

Qualifications

- Bachelor's degree in sport science, kinesiology, sport management, or related field
- A master's degree or NCCP Advanced Coaching Diploma is an asset
- 8–10+ years of progressive experience in high-performance sport, including 3–5+ years in a leadership/management role
- Demonstrated experience leading international-level programs (World Cups, World Championships, Olympic/Paralympic environments)
- Proven ability to design and implement multi-year high-performance plans, including athlete pathways, performance targets, and evaluation system.
- Strong understanding of sport science, medicine, data analytics, and innovation within a DTE and event-based environment
- Experience developing and implementing selection policies, nominations for Individual Performance Plan (IPP), carding nominations through the Athlete Assistance program (AAP), and performance criteria
- Strong skills in budgeting, resource allocation, reporting, and working with partners such as Sport Canada, Own the Podium (OTP), Canadian Paralympic Committee (CPC), and National Sport institutes (COPSIN)
- Deep understanding of the Canadian sport system, including NSO/PSO relationships, Own the Podium, Sport Canada, and the broader high performance ecosystem.
- The ability to work in English and French is a strong asset.
- Experience working in cycling is an asset

Skills and Competencies

- Demonstrated high-performance strategic thinking and planning capability, with the ability to translate vision into actionable, measurable outcomes
- Strong decision-making skills, including the ability to make timely, informed decisions in complex, high-stakes environments
- Effective communicator able to engagement both internal and external stakeholders across technical, operational, and governance contexts
- Advanced conflict resolution and negotiation skills, with the capacity to manage sensitive issues constructively and maintain system alignment
- Exceptional team-building and leadership skills, with the ability to lead, develop, and inspire multidisciplinary teams
- Demonstrated commitment to performance science, innovation, and evidence-based practice.
- Ability to work collaboratively as part of a senior leadership team, aligning sport priorities with organizational objectives.
- Passion, integrity, sound judgment, and self-direction

Travel

The National Team Coach Para-Cycling Lead will be required to travel to meetings, events or program activities within Canada and occasionally internationally.

Interested?

If you are a team player, possess the qualifications, the experience that Cycling Canada requires, and are committed to contributing innovative ideas within a collaborative environment, you may be an ideal candidate for this opportunity.

Applications must be received by **November 13, 2026 at 11:59pm (Eastern Time).** To apply, please visit: **APPLY HERE**

We thank all applicants for their interest; however, only those selected for an interview will be contacted. We use Artificial Intelligence (AI) technologies to maintain an efficient, fair and transparent hiring process. Our hiring process is never completely automated and uses AI in conjunction with our recruiting professionals.

Cycling Canada is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without discrimination.

Criminal record and credit checks will be required of the successful candidate prior to hiring.