

BOXING ONTARIO CANADA WINTER GAMES COACH SELECTION PROCEDURE AND JOB DESCRIPTION

Boxing Ontario is committed to sending experienced athletes and coaches as part of a team to represent Ontario at the 2023 Canada Winter Games (CWG) in Charlottetown, PEI from 18 Feb to 5 Mar 2023.

PURPOSE

This document is an addendum to the [Boxing Ontario Canada Games Selection Policy](#) and is specifically aimed at coaches to be selected for the 2023 Canada Winter Games (CWG) team for Boxing Ontario.

INTRODUCTION

This selection procedure sets out the process of:

- Identifying the coaches who are eligible for selection for the 2023 CWG;
- From the group of eligible coaches, determine which coaches shall be offered an opportunity to coach the CWG Team or as an alternate to assist with CWG Training Camps; and
- Identify the process for final Boxing Ontario team selection for both athletes and coaches.

Eligible coaches for the selection to the 2023 CWG are identified, ranked, and will compete for positions on the team in accordance with the specific procedures set out below.

PHILOSOPHY

The selection of athletes and coaches shall support the following beliefs:

- Personal commitment to a training program with the primary goal of reaching their athletic potential
- Fair play and team cooperation both inside and outside the competition ring

TEAM OBJECTIVES

- To field a team to represent the province of Ontario with a goal to improve upon our previous CWG standings
- Attendance at other Provincial, National, International and CWG competitions is part of the development of the CWG Team towards achieving that goal
- To provide opportunity to our athletes with training opportunities, monitoring sessions, and seminars for success
- To select the best team possible team, meeting the development and competitive objectives

THE ROLE OF BOXING ONTARIO

- Identification, selection and training of athletes and coaches
- Ensuring athletes and coaches are in compliance with eligibility requirements indicated in the [2023 Canada Winter Games Technical Package](#)
- To provide our athletes with training opportunities, monitoring sessions, and seminars for success
- Establish a budget
- To follow the guidelines, as established in this document
- Boxing Ontario will act as the decision making authority and will consult the Boxing Ontario Committees as required throughout this process



ELIGIBILITY REQUIREMENTS FOR COACHES

- A. To be eligible to coach the CWG team, a coach must be:
- Be in good standing with Boxing Canada and Boxing Ontario
 - Must be an Ontario resident at the time of selection
 - Must have completed the Boxing Ontario background check
 - Have submitted an application to coach the CWG Team Ontario athletes
- B. Two (2) coaches will be selected and must be NCCP certified as per [CWG Coaching Policy](#)
- One of the coaches must have Boxing Canada NCCP Competition – Development Certified
 - The second coach may be Boxing Canada NCCP Competition – Development Trained
 - Coaches must be certified no later than 90 days prior to the opening ceremony
 - ❖ **NOTE:** If male athletes are being sent, one of the coaches must be male
If female athletes are being sent, one of the coaches must be female
 - ❖ **NOTE:** Boxing Ontario may select additional coaches as either alternate coaches or to assist with the CWG Training Camps

KEY DATES

This section outlines the key dates and events in the Boxing Ontario commitment to identifying, selecting, preparing, and competing at the Canada Winter Games. The dates and events may be subject to change.

1 May – Boxing Ontario begins the process to identify eligible athletes

13 – 15 May – Calgary Cup - Boxing Ontario Team Ontario (Provincial Team) – Youth and Junior C athletes

1 June – Boxing Ontario posts / distributes CWG selection criteria to the Boxing Ontario community

30 June – Deadline for athletes and coaches to apply to be considered in the selection process for CWG Team

8 July – CWG Team Ontario coaches selected

21 – 24 July – Brampton Cup

July / August – CWG team training camp (2 day event – dates TBC)

Fall (date TBC) – Boxing Ontario Provincials

Fall (date TBC) – Announcement of Team Ontario CWG athletes

Fall / Winter (date TBC) – Team Ontario CWG training camp(s)

27 Feb – 5 Mar – Second week of 2023 Canada Winter Games – Boxing

JOB DESCRIPTION

Reports to: Boxing Ontario and HP Committee

Qualifications

- Meet the Canada Games eligibility requirements as noted above
- Experience with a Provincial Team or National Team program an asset
- Familiarity and experience in team selection, planning training camps, training athletes, and team administration
- Demonstrated ability to lead efficiently (develop meaningful relationship with athletes, collaborate with colleagues and a commitment to program excellence)
- Ability to develop training activities and camps through key performance indicators
- Experience in traveling with a team by air or ground interprovincially or internationally is considered an asset



Tasks – include but not limited to

- Work with Boxing Ontario on the development and implementation of the Selection Process, including but not limited to planning training camps, and preparing athletes for competition;
- Attend the CWG Training Camps and any other events required to prepare the athletes;
- Strong administrative and organizational skills;
- Supervise and care for athletes during the selection process and the CWG travel and competition;
- Provide performance feedback on athletes attending Selection Training Camps and competition;
- Provide a summary report following each tournament - within thirty (30) days following the event. Reports to include but are not limited to lessons learned, trends of boxing, objectives met, and objectives needing improvement.

COACH SELECTION PROCESS

All applications received by Boxing Ontario by the deadline will be evaluated using the Coach Selection CWG Scoring System. The coach's NCCP locker should be up to date as this will be used to verify coaching credentials and certifications. Successful applicants will be contacted for a virtual interview prior to final selection.

The following criteria will be used to determine and select the coaches for the CWG Team:

- Have sport specific coaching experience necessary to be able to assist in the selection process, train and motivate athletes for a high caliber competition and coach a team in a high caliber national competition
- Demonstrate respect and a positive attitude in accordance with Boxing Ontario and Boxing Canada Policies, and show commitment to the common goals of the CWG team
- Coaching experience at a national level competition is considered an asset and may be taken into consideration

CANADA WINTER GAMES POINTS SYSTEM - COACH

Selection to CWG Team Ontario will be based a qualification points system, tracked by Boxing Ontario. Coaches will be given points based on the following combination of courses, experience, and professional development:

SECTION A: Coaching and Sport Resume

This is an opportunity for the applicants to provide their coaching experience and professional development. Please include the following:

- Completion of the 2023 Canada Games Team Selection Coach Registration Form;
- Coach and Sport Resume to included:
 - Sports experience
 - Number of years as a coach, official and / or judge
 - * Any athlete experience at the Canada Games, Major Games and World Championships
 - Sports competitions with position and overall results – sanctioned events only
 - Provincial, national, or international training camps
 - Club / local level tournaments / competitions
 - Domestic competitions
 - International and Continental Tournaments
 - Major Games and World Championships
- Professional Development (Please submit your Coach Transcript from The Locker)
 - NCCP Boxing Coaching Level and NCCP courses taken



WRITTEN PRACTICAL SUBMISSION – COACH’S LETTER

SECTION B: Success in the Ring

This is an opportunity to present to Boxing Ontario your knowledge and experience in the following areas:

Communication Skills (1 point/answer)

Having effective communication skills is important for the success of an athlete and the program. Coaches must be able to communicate with other coaches, athletes, managers, parents, etc. Positive and effective communication fosters an atmosphere of confidence. Provide details on how you would handle the following scenario:

- *To Create a Positive Culture* – creating a culture where the norm is a high standard of play in each training or practice session

Leadership Skills (1 point/answer)

Effective leadership is absolutely essential in the success of an athlete and program, and may ultimately impact the final outcome of the competition. Coaches must demonstrate good leadership skills through the use of small corrections to keep the athlete and team on track, set and maintain standards, and resolve matters before becoming a big issue. Provide details on how you would handle the following scenarios:

- *Be a Role Model – Lead by example* – actions speak louder than words. What actions do you demonstrate that sets the example for your athletes and team?
- *Motivational Skills* – coaches actively motivate the athletes to perform to the best of their abilities.
- *Train Your Athletes as a Team* – a positive culture is important for the success of a program. How do you ensure there is an environment of trust, high morale, and minimal drama?

Mental Preparation (1 point/answer)

The team with the most athletes and coaches “in the Zone” mentally is more likely to be successful meeting the team’s goals and perform their best. Provide details on your training plan for the following scenarios:

- *Goal Setting* – both athlete and team goals
- *Pre-competition and Post-competition Messaging* – what is your message

SECTION C: Coaching Assets and Qualities

There are many important qualities of a successful coach, which results in athletes reaching optimal performance and the programs success. Provide the details of your knowledge and experience in the following areas:

Management Ability (1 point/answer)

A coach’s job doesn’t end when they leave the field of play. Coaching a team requires team management and organizational skills which are paramount to the success of the team and the program. Provide details on how you would handle the following scenarios:

- *Athlete and Team Management* – training athletes involves the ability to juggle schedules, plan a training program, train athletes to peak performance. What skills or tools do you have in this area?
- *Administrative and Event Management* – planning the administrative, travel and event participation requires management and organizational skills and tools. What tools or skills do you have in this area?

Personality and Character (1 point/answer)

It is important for a coach to exhibit a professional manner that promotes positive representation of Boxing Ontario’s goals and mandates. Provide details on how you would be able to contribute to meeting the following:

- *Boxing Ontario Vision* – “Inspiring our entire province to embrace the joy of boxing”
- *Boxing Ontario Mandate* – “To organize, promote, develop interest and participation in the sport of Olympic-style boxing in Ontario”



Sport Knowledge (1 point/answer)

Coaches at this level must have a solid understanding of the rules of the sport including any rule changes, competition formats, scoring systems, etc. at events. It's imperative the coaches are familiar with current rules and regulations. Provide details on how you would be able to ensure your knowledge of the rules and regulations as well as techniques and tactics was current:

- *Rules and Regulations*
- *Techniques and Tactics*

SECTION D: Professional Development

The importance of professional development for a coach is important for the growth of the coach, athlete, team, program and Boxing Ontario. This section will be provided and assessed by the information provided in Section A.

Sport Specific Experience (1 point = 3 years or less; 2 points = 4 – 15 years; 3 points = 16 or more years)

- Has extensive experience working with athletes, preferably high-performance athletes
- Has experience with coaching athletes at the provincial or international competitions, dependent on position applying for
- Ideally coaches would have experience working with athletes, coaches, administration, officials and support staff
- Measured in years of coaching, officiating and judging experience

Competition Experience (1 point/participation)

- Provincial Level Competition – sanctioned Boxing Ontario events
- Domestic Competitions – National Championship; Canada Games; sanctioned by Boxing Ontario / Boxing Canada
- International and Continental Tournaments – sanctioned by Boxing Canada / International Boxing Association
- Major Games and World Championships – Olympic Games; Pan Am Games; Commonwealth Games and World Championship sanctioned by Boxing Canada / International Boxing Association

Professional Development (1 point/course – except NCCP Level and Manager's course (see Legend))

- NCCP Levels – certification indicates a coach is committed to educating himself/herself within the sport. The information is based on NCCP Locker and reported to Boxing Ontario
- Making Ethical Decisions – it's important to recognize the High Performance coach as one to accept the mandate to be the role model coach and mentor for the improvement of the sport. They must apply the MED process in resolving issues. Requires the completion of the NCCP Making Ethical Decisions Workshop
- Managing Conflict – effective strategies in conflict management will support leadership success. Requires the completion of the NCCP Managing Conflict Workshop
- Sport Nutrition – it is important for athletes to have proper nutrition in order to have optimal performance, as a coach it is important for you to support athletes and parents or caregivers in making effective nutritional choices. Requires the completion of the NCCP Sport Nutrition Workshop
- Basic Mental Preparation – mental training is an important part of athlete performance and success, as a coach you need to be able to recognize the signs and have the tools to help develop an athletes goal setting, focus, and anxiety controls. Requires the completion of the NCCP Basic Mental Skills Workshop
- Manager's Course – Boxing Canada course for further professional development

“If you work hard in training, the fight is easy.” - Manny Pacquiao



Points Legend for CWG Coach Selection Process

Category	Number of Points		
	1	2	3
Section B: Success in the Ring			
<i>Communication Skills</i>			
To Create a Positive Culture	X		
<i>Leadership Skills</i>			
Be a Role Model – Lead by example	X		
Motivational Skills	X		
Train Your Athletes as a Team	X		
<i>Mental Preparation</i>			
Goal Setting	X		
Pre-competition & Post-competition Messaging	X		
Section C: Coaching Assets and Qualities			
<i>Management Ability</i>			
Athlete and Team Management	X		
Administrative and Event Management	X		
<i>Personality and Character</i>			
Boxing Ontario Vision	X		
Boxing Ontario Mandate	X		
<i>Sport Knowledge</i>			
Rules and Regulations	X		
Techniques and Tactics	X		
Section D: Professional Development			
<i>Sport Specific Experience</i>	3 years or less	4 – 15 years	16 years +
Coaching Experience			
Officiating Experience			
Judging Experience			
<i>Competition Experience (1 point/competition)</i>			
Provincial Level Competition			
Domestic Competitions			
International and Continental Tournaments			
Major Games and World Championships			
<i>Professional Development</i>			
NCCP Level – Boxing Courses	Level 1 & 2	Level 3 & 4	Level 5
NCCP Making Ethical Decisions (MED)	X		
NCCP Managing Conflict	X		
NCCP Sport Nutrition	X		
NCCP Basic Mental Skills	X		
Manager's Course	Incomplete	In Progress	Completed

