



Job Title:	Program and Coach Directors		
Location:	Sherwood Park	Travel Required:	Yes
Level/Salary Range:	TBD	Position Type:	Full Time
HR Contact:	Deborah Rhodes	Date posted:	September 23, 2020
Will Train Applicant(s):	yes	Posting Expires:	November 8, 2020
External posting URL:			
Internal posting URL:	www.albertalacrosse.com		
Applications Accepted By:			
Email:	Mail:		
'Deborah Rhodes' <deborah.rhodes04@icloud.com>	Alberta Lacrosse Association Box 3018 Sherwood Park, AB		
Job Description			
Job Purpose:			
The ALA will be hiring two positions to fill the following job descriptions based on individual skill sets			
Skills/Qualifications:			
<ul style="list-style-type: none"> • Attention to detail, Excel, Microsoft Word, Strong written and verbal communication skills • Ability to work independently • Competitive Introduction Certified Lacrosse Coach Training • Demonstrate Strong Lacrosse Skills 			

Alberta Lacrosse Coaching and Program Director Positions

Alberta Lacrosse is seeking to transition several of its distinct and unrelated programs into a unified and collective program under the direction of the Executive Director and two program directors, one located in the North and another located in the South. The goal is to create uniformity and excellence in development, recruitment, and program delivery across the entire province.

The hiring of qualified individuals will increase the quality, transparency, and marketing of existing and new Alberta Lacrosse programs, Enhancing development opportunities throughout the province at both the grassroots and high-performance level. A direct influence from the Alberta Lacrosse in local organizations and their programs will provide a standard of quality and



excellence that is both uniform and consistent across the province in the attempt to aid the recruitment, development, and retention of players, coaches, officials, volunteers, and clubs.

The two individuals will be responsible for the following programs and any additional programs created:

12U and 14U Development Camps

The program will allow athletes at the 12U and 14U levels access to high-level coaching focused on nuanced fundamental skill development, gameplay, and fun games to improve the quality of lacrosse athlete, aid in player development for both box and field lacrosse, aid in official and coach development, aid in bringing young coaches into an instructive environment, and increase player, coach, and official retention.

The development will run across the province in rural areas along with the major population centers to improve participation, retention in development across the entire process.

These camps would be expanded beyond the programming of the past couple years and would provide alternative programming to athletes who would normally attend camps held by groups outside the ALA.

Coach Mentorship/Recruiting

The program will focus on coaching at the grassroots and high-performance levels, offering new and less-experienced coaches access to information, assistance, and formal development opportunities in the form of events such as the NLL Coach Mentorship Clinic and a slew of miniature specialized information sessions aimed increasing coach knowledge across box lacrosse, men's field lacrosse and women's lacrosse. In person events would be increased for a hands-on approach.

Additionally, this program will focus on the recruitment and mentorship of existing and potential Team Alberta coaches in order to create a more regimented high-performance pathway to improve success and player experience at the National Championships.

In addition, the program directors will be responsible for certain clinic deliveries and developing content and template the on-line coaching clinic initiative to assure it meets CAC requirements. This development would alleviate duties from part-time coach developers and as such this concept would decrease expenses for coaching clinics.



Lacrosse in School Program

The program will allow students of elementary age groups to experience the fast-paced and exhilarating game of lacrosse in an intimate, interactive, and educational atmosphere.

The program will introduce students to the game of lacrosse and emphasize physical literacy while promoting a healthy lifestyle. Furthermore, we will speak about the importance of positive goal setting, as well as the importance of community and reciprocity. Additionally, the instructors will present the many opportunities that lacrosse can bring to individuals and by extension their communities such as educational opportunities, interpersonal and leadership skills, and respect.

The program itself consists of two separate sections. It begins with an introductory session where students will learn the rules of lacrosse, help instructors demonstrate proper skills, and learn the history of the game. The second portion consists of a gym class setting where students will have a hands-on experience with the game of lacrosse.

The school sessions will be followed up with player clinics in the evening with an added value for player recruitment and parent education of the sport of lacrosse.

This multilevel approach to recruitment, education and training will be cost effective for the ALA and local clubs.

Inclusive Programming

The program would focus on inclusive programming for individuals who face barriers to participate in lacrosse. The program would look at minority groups currently underrepresented in Alberta Lacrosse and provide programming to remove barriers of participation such as gender, socioeconomic factors, and geography to name a few. The program would look at modifying current ALA programming to remove barriers as Alberta did with COVID. The ALA would have access to government grants if such programs were initiated.

Team Alberta Year-Round Field Lacrosse Program

The Team Alberta Year-Round Program will be a year-round high-performance development and competition program aimed at competing in the U15 Alumni Cup, U18 First Nations Cup, U15 Women's Lacrosse Invitational, and the U19 Jenny Kyle Cup and developing the next generation of lacrosse players. The full-year program will be split into the following phases:

Phase One – Initial Identification of Athletes and Off-Season Development



Phase One will commence with off-season development. This phase will consist of the following:

1. Twelve Week On-Field Program (October-December)—twice a week on-field program aimed at individual skill development and general tactical development
2. Technical and Tactical Film Breakdown—to analyze performance, individual skills, and tactical understanding
3. Lacrosse-specific training focused primarily on lateral and linear speed, as well as a progressive conditioning program

Phase Two —Team Selection, Introduction, and Building

Phase two will commence with a weekend selection camp in January to select the initial roster, along with redshirts that will compete at the applicable National Championship.

Phase Three —General Team Preparation

Upon completion of the selection camp, an introductory meeting the week following the selection camp to introduce the full coaching staff, team rules, expectations, goals, and standards. Phase three will commence immediately after the selection camp, where coaches will begin to build their team. This phase will consist of the following:

1. Competitive practices focused on skill and team development
2. Competitive Exhibition Games
3. Social Media Promotion
4. Technical and Tactical Film Breakdown—to analyze performance, individual skills, and tactical understanding
5. Recruiting Seminar and assistance

Phase Four—Summer Travel

Phase four will commence with summer travel in late June or July at a recruiting event for the U15, U18, and U19 teams at a location on the East Coast. These trips will serve as a recruiting opportunity, as well as preparation for the National Championship.

Phase Five—National Championship Competition

Phase five will begin with travel to the applicable National Championship and conclude with the closing ceremonies.



Team Alberta Year-Round Box Lacrosse Program

The Team Alberta Box Program will be a year-round high-performance development and competition program aimed at competing in the applicable national championship and the Canada Summer Games while developing the next generation of lacrosse players. The full-year program will be split into the following phases:

Phase One – Initial Identification of Athletes and Off-Season Development

Phase One will commence with off-season development. This phase will consist of the following:

1. Twelve Week On-Floor Program—twice a week on-floor program aimed at individual skill development and general tactical development (not social distancing); this provides flexibility for other commitments and travel for rural players
2. Technical and Tactical Film Breakdown—to analyze performance, individual skills, and tactical understanding
3. Players will be grouped into cohort groups in Edmonton and Calgary until government restrictions are relaxed, however coaches will attend both groups to provide adequate identification and evaluation
4. Lacrosse-specific training focused primarily on lateral and linear speed, as well as a progressive conditioning program

Phase Two—Team Selection, Introduction, and Building

Phase two will commence with a weekend selection camp in January to select the initial roster, along with redshirts that will compete at the 2021 Canada Games.

Phase Three—Team Preparation

Upon completion of the selection camp, an introductory meeting the week following the selection camp to introduce the full coaching staff, team rules, expectations, goals, and standards. Phase three will commence immediately after the selection camp, where coaches will begin to build their team for the 2021 Canada Summer Games. This phase will consist of the following:

1. Competitive practices focused on skill and team development
2. Competitive Exhibition Games
3. Social Media Promotion
4. Technical and Tactical Film Breakdown—to analyze performance, individual skills, and tactical understanding



5. Mental Training Sessions
6. Nutrition Sessions
7. Strength and Conditioning Program focused on preparing athletes for lacrosse specific competition

Phase Four—Competition

Phase four will commence with travel to the 2022 Canada Summer Games. A unique aspect to the Canada Games is reduced financial barriers, as many of the large costs are covered by the Government of Canada. Some of the costs covered are:

1. Transportation
2. Accommodations
3. Meals

Media Promotion/Content

Using the Alberta Lacrosse new media outlets (Facebook, Twitter, Instagram, YouTube, Alberta Lacrosse TV) this program will create Alberta Lacrosse targeted promotion for all clubs and leagues across the province. Included in this is photo and video promotion of clubs, leagues, teams, and other Alberta Lacrosse programs. By having individuals in communities and attend events across the province, capturing media will be effective in growing lacrosse and providing technical information for players, coaches, officials, parents, and volunteers in addition to recruitment and retention.