



EMPLOYMENT OPPORTUNITY

POSITION TITLE:	Lead Physiologist (Cycling)	Posting Date: Wednesday July 14, 2021
DEPARTMENT:	Performance Services (CSIO)	Application Deadline: Tuesday, August 3, 2021 (4:00PM-EST)
REPORTS TO:	Director, Performance Services (CSIO), Performance Sciences, Research and Innovation Lead (Cycling Canada)	
LOCATION:	Mattamy National Cycling Centre 2015 Pan Am Boulevard, Milton, Ontario Extensive domestic and international travel required	Interview Date: Wednesday, August 11, 2021
COMPENSATION:	To commensurate with experience	

ORGANIZATION

Canadian Sport Institute Ontario

The Canadian Sport Institute Ontario (CSIO) is committed to providing best-in-class, multi-sport daily training environments for athletes and coaches through expert leadership, services, and programs.

Our Purpose is Elevating people and performances.

Our Values are Commitment, Synergy, Integrity, Openness.

The Performance Services business unit contributes to CSIO's goals in the following ways:

- Recruitment, development, and retention of Performance Sciences, Research & Innovation (PSRI) Leaders & Practitioners
- Delivering best-in-class Performance Solutions for National & Provincial Sport Organizations (NSOs & PSOs)
- Delivering Partnership Management, Service Agreements, and Quality Assurance measures for our NSO performance partners
- Supporting a practitioner development pathway in alignment with Sport Scientist Canada (SSC)

Cycling Canada

Founded in 1882, Cycling Canada is one of Canada's oldest National Sport Organizations with a rich heritage. From the days of Torchy Peden and Nora Young to modern day champions such as Alison Sydor, Steve Bauer and Gary Longhi, one thing is certain - Canadians achieve great things when they are on their bike.

The tagline, COME ALONG FOR THE RIDE, is an invitation to all cycling enthusiasts to join us in our journey to inspire Canadians to cycle. Our brand represents our passion for cycling and community, our dedication to the holistic development of the sport through inspiration and collaboration, and is inclusive of all cycling disciplines, from traditional sports like road and track to more recent additions like BMX Freestyle.

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. Moving forward Cycling Canada will focus and deliver on 4 strategic priorities in pursuit of its purpose:

- (1) We will create a **community** of cyclists with deep connection, affinity and pride in the sport of cycling.
- (2) We will teach children across Canada at the **grassroots** level the joy of cycling skillfully.
- (3) We will produce and facilitate **events** that get Canadians genuinely excited about and engaged in the sport of cycling.
- (4) We will develop and deliver a sustainable performance program continuously delivering gracious champions to the world stage and lifelong ambassadors to the community.

POSITION SUMMARY

The Lead Physiologist (Cycling) works with Cycling Canada's PSRI Lead and High Performance Director to assess, plan and deploy appropriate sport science services across all of Cycling Canada's National Team Programming, including physiology support, performance analysis, and data analysis, in collaboration and alignment with the other PSRI functional areas.

The Lead Physiologist (Cycling) also practices as a Physiologist and duties include supporting the coaching staff to conduct physiological assessments, design yearly training plan and manage recovery. The Physiologist supports athletes and coaches by providing tools and metrics to monitor and assess progress and collaborates with the Integrated Support Team (IST), to achieve a holistic approach to athlete development.

Reporting Structure

The Lead Physiologist (Cycling) reports jointly to the CSIO Performance Services Director and to the Cycling Canada PSRI Lead, and collaborates with Cycling Canada's High Performance Director, National Team Coaches, and other members of Cycling Canada's PSRI team.

POSITION RESPONSIBILITIES

The Lead Physiologist (Cycling) will support the operational objectives of Cycling Canada's National Team programming with responsibilities in several key areas:

1. Oversee and collaborate with network of Cycling Canada physiologists and analysts working across all disciplines including aligning processes, setting KPI's and contributing to yearly performance reviews
2. Contribute to tracking of performance and program benchmarks for gap analysis, including Podium Pathway and Gold Medal Profile.
3. Collaborate with Cycling Canada's Education and Advancement Camp Lead to produce educational content for Cycling Canada National Team Coaches.
4. Deliver physiology support in the daily training environment and at identified competitions and training camps.
5. Deliver physiological assessments and manage recovery methods in order to optimize physiological adaptations and performance.
6. Provide feedback to coaches in order for them to design effective yearly training plans that enhance performance.
7. Evaluate current research to broaden knowledge of the sport as well as general knowledge of trends and findings in the discipline.
8. Foster effective working relationship with National Team Coaches in order to understand coaching philosophy
9. Conduct, commission and collaborate as directed, in research and innovation projects in an effort to further the national team program.

The Lead Physiologist (Cycling) will also contribute to CSIO's goals in the following ways:

1. Oversee the CSIO Sport Lab facilities in Milton, ensuring an inclusive, safe and effective environment
2. Be an active member of CSIO and participate in staff meetings, workshops, and training as required
3. Further the Physiology discipline at CSIO and with Sport Science Canada through collaboration, knowledge sharing, ongoing skill development, and active participation in mentorship opportunities
4. Demonstrate an understanding and respect of all sport science and medicine service areas, and participate in transdisciplinary collaboration and professional development when appropriate
5. Adhere to professional codes of conduct
6. Undertake any other reasonable duties for Director, Performance Services as requested

Relationships

- Cycling Canada High Performance Director, and PSRI Leads
- Cycling Canada Athletes and Coaches
- CSIO CEO, Directors and Leads
- CSIO All Staff
- Canadian Olympic & Paralympic Sport Institute Network

QUALIFICATIONS AND SKILLS

Essential

- A minimum 8 years' experience working in High Performance Sport as part of an inter-disciplinary team, with proven success in the support of podium athletes and/or programs
- Advanced degree (MSc or PhD) in physiology, kinesiology, or related field
- Demonstrated experience working with a team to develop and apply innovative ideas
- Knowledge of competitive cycling
- Knowledge of the Canadian Sport System
- Excellent written and interpersonal communication skills.
- Eligible to work in Canada
- Vulnerable Sector Screening will be required of the successful candidate prior to hiring

Desired

- Demonstrated leadership experience
- Doctorate degree (PhD) in physiology, kinesiology, or related field
- Canadian Society for Exercise Physiology (CSEP) Certified Exercise Physiologist (CEP) or international equivalent (essential within the first 12 months)
- Phlebotomy trained to take finger and venipuncture samples (essential within the first 12 months)
- Current CPR-C AED (essential within the first 12 months)
- ISAK level 1
- Experience with sport data systems (Smartabase, Training Peaks)
- Defined programming abilities in one or more of the following languages (R, Python, Matlab, Julia)
- Able to understand and perform descriptive, and inferential statistics
- The ability to communicate and work in both official languages

Interested applicants should submit their resume and cover letter (in one PDF document) to:

**Search Committee,
Canadian Sport Institute Ontario
E-mail: careers@csiontario.ca**

Canadian Sport Institute Ontario 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 regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.