

Vorlage Race Club

Career Opportunity: Alpine Director

About Vorlage Race Club

Located just 30 minutes north of Ottawa at Centre Vorlage, Vorlage Race Club (VRC) is embarking on an exciting new strategic direction. We are restructuring our operations from the top down to build an exceptionally collaborative, supportive, and truly team-centric environment.

Our goal is to cultivate a club culture where our coaching staff feels highly valued, has fun, and is given the leadership, runway, and mentorship to grow personally and professionally—which we know is what ultimately drives the technical progress and long-term success of our athletes.

Role Summary

The **Alpine Director (AD)** is a strategic, macro-leadership role accountable for the overall coherence, quality, and progression of the alpine racing program across all age groups (Nancy Greene, U10, U12, U14, U16). This role ensures alignment to a consistent technical philosophy and Ski Québec Alpin (SQA) Long-Term Athlete Development (LTAD) framework, while mentoring coaches and supporting athlete progression.

Unlike traditional roles, the AD at VRC is **not anchored to a single age-group cohort on weekends**. Instead, you will act as a dynamic, floating leader across all hills—mentoring our coaching roster and driving technical excellence club-wide. To maintain direct athlete engagement, this role features built-in mid-week coaching blocks (Wednesdays & Fridays) to lead technical training with our competitive athletes.

- **Reports to:** Board of Directors
- **Oversees:** Age Group Lead Coaches, Assistant Coaches

Key Responsibilities

1. Technical Strategy & Program Design

- Define, maintain, and execute the club's technical philosophy and SQA/LTAD-aligned progression benchmarks.
- Provide strategic oversight of athlete progression pathways from Nancy Greene through to U16.
- Approve annual and seasonal program designs, ensuring an appropriate balance of skill development, training volume, and competition exposure.

2. Coaching Leadership & Mentorship

- Set high expectations for coaching standards, professional conduct, and certification compliance.
- Shadow, support, and actively mentor Age Group Lead Coaches and Assistant Coaches on-snow.
- Partner with the Board to support coach recruitment, hiring, placement, and performance feedback.

3. On-Snow Delivery & Program Alignment

- Monitor on-snow delivery to ensure absolute alignment between planned programming and execution.
- Direct supplemental mid-week training blocks (Wednesdays & Fridays) to maintain high-impact athlete contact.
- Guide coaches on athlete movement, progression decisions, and race-readiness criteria.

4. Stakeholder & Division Relations

- Act as the primary technical liaison with the Board of Directors, regional ski divisions (OSZ), and provincial governing bodies.
- Build a strong, collaborative working relationship with Vorlage hill management regarding lane allocations, safety, and training spaces.
- Ensure proactive, transparent communication of the club's athletic philosophy and progress to parents and members.

Core Decision Rights

- **Owns:** VRC technical philosophy, LTAD framework execution, and athletic program standards.
- **Approves:** Annual program designs, group progressions, and coach assignments (in partnership with the Board).
- **Oversees:** On-snow coaching quality, training consistency, and safety compliance across all age groups.
- **Influences:** Coach recruitment, club strategic direction, and annual program evolution.

Qualifications & Experience

- **Competitive Coaching Background:** Proven alpine coaching experience across multiple developmental tiers and age groups.
- **Systemic Leadership:** Track record of designing LTAD-aligned programs and a passion for mentoring and elevating junior coaches.
- **Dynamic On-Snow Capability:** The ability to operate at a high strategic level while remaining a highly visible, approachable, and authoritative mentor on the snow.
- **Certifications:** Licensed ACA-CSC coach in good standing, with active certifications aligned with Alpine Canada and provincial standards.
- **Culture Alignment:** A strong commitment to building a supportive, positive team dynamic where coaches and athletes thrive.

VRC is open-minded to creative leadership structures for the right candidate(s), including co-leadership configurations.

How to Apply

Interested candidates are invited to submit their resume and a brief cover letter outlining their leadership philosophy and interest in the role to **VP, Operations** - shawnmurfitt@gmail.com.

Applications will be reviewed on a rolling basis. Please submit your application by **August 15, 2026**.

VRC is an equal opportunity employer committed to creating an inclusive, safe, and positive environment for our alpine community.