Toronto Sailing & Canoe Club
1391 LAKESHORE BLVD. WEST • TORONTO, ONTARIO • M6K 3C1

Full Time Position Available for Head Coach

Vacant Positions Available: **1**
Start & End Date: **June - September**
Salary Range: **$22.00 - $26.00 per Hour**

Toronto Sailing & Canoe Club is seeking a passionate Head Coach for the 2027 sailing season. If you have a love for sailing and teaching, apply today.

TS&CC is situated in a prime location in Humber Bay on the north shore of Lake Ontario, minutes from downtown Toronto. We offer racing, cruising, youth and adult sailing programs, as well as dinghy and keelboat fleet memberships.

TS&CC is seeking a Head Coach to work for the 2027 sailing season. The successful candidate will be responsible for the sailing school's delivery of high caliber sailing instruction, coaching and service excellence. The Head Coach is a detail oriented individual with strong organizational and communication skills. The Head Coach will demonstrate unparalleled professionalism and courteous behaviour during all interactions, with students, student parents, members, and colleagues alike. The adherence to safety protocols is essential, as the safety of our participants and staff is a top priority at TS&CC. The Head Coach will help to build and lead our team of instructors responsible for delivery of all TS&CC dinghy instructional curriculum.

Responsibilities
The successful candidate will report directly to the Programs Manager, work closely with both other managerial and fleet staff, and be directly responsible for the following activities:

- Participate in the hiring of a team of approximately 10 sailing instructors.
- Prepare and deliver an instructor manual, training and orientation seminar for the season.
- Instruct students and lead the team of instructors by example to deliver the sailing school programs in a high caliber fashion.
- Oversee the instructors to ensure they fulfill the responsibilities of their positions.
- Evaluate, train and mentor instructors to help them improve their skills in any identified areas of relative weakness.
- Lead all scheduled staff training events and meetings.

- Attain, maintain and upgrade required certifications and qualifications.
- Assist with attracting and retaining top sailing instruction talent.
- Prepare a year end report highlighting activities, successes, failures and recommendations for future improvements.
- Ensure that the instructors fulfill the key responsibilities of their positions and that the school achieves its objectives including the following:
    - Provide a safe, fun and educational environment to participants.
    - Prepare for lessons and deliver the Sail Canada curriculum such that the students learn boat handling, learn sailing theory, earn Sail Canada levels and achieve success on the race course.
    - Play a role in ensuring club equipment and facilities remain clean, tidy and in good repair throughout the season.
    - Maintain records of student achievements, attendance and related job activities.
    - Work productively together to deliver high quality programs.
- The core season runs from the last week of June to the end of August.
- Additional work is typically offered to our Head Coach including preparation for the spring orientation seminar and, if possible, club spring and fall seasonal preparations.

Qualifications

The ideal candidate will possess the following qualifications and/or be working toward attaining them in the near term:

- CANSail 3/4 Certification (or equivalent experience).
- Recognized Standard/Basic First Aid and CPR.
- Pleasure Craft Operator Card.
- Toronto Port Authority Power Vessel Operators Permit (Harbour License).
- ROC-M VHF Radio Certification
- Significant previous coaching/sailing instruction experience is an asset.

Competencies

- Safety focused individual.
- Leadership qualities including communication skills and teamwork.
- Ability to motivate, organize and problem solve.
- Actively builds teams and encourages strong relationships.
- Takes initiative to go above and beyond minimum requirements of the position.

- Commitment to service excellence.
- Passion for sailing and teaching.
- Calmness under pressure.
- Creative personality and the ability to make learning fun and engaging.

Toronto Sailing and Canoe Club Offers

- Competitive hourly rate based on qualifications and experience.
- Fun, community-based, and safe work environment.
- Excellent teaching facilities.
- Dry sail storage.
- Uniforms.
- Catered lunch weekdays.
- Possibility of extra work hours (including teaching adult sailing lessons, water taxi and bartending for Smart Serve card holders).

Accessibility

We are an equal opportunity employer. We welcome and encourage applications from people with disabilities. We will work with you to accommodate your needs in line with the goals of the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Should you require accommodation through the application or interview processes, or any stage of the recruitment process, please contact Toronto Sailing and Canoe Club directly at programs@tscc.net or via Canada Post to 1391 Lake Shore Blvd., West, Toronto, Ontario, M6K 3C1

Qualified candidates will be interviewed as applications are submitted. If you are interested in this opportunity please submit your letter of application and resume to:

D'Arcy Caulfield

Programs Manager

programs@tscc.net