



**2027 CANADA WINTER GAMES
COACH & WAX TECHNICIAN APPLICATION AND SELECTION POLICY
AUGUST 10TH, 2026**

1. PURPOSE

1.1 The purpose of this policy is to outline the eligibility requirements, expectations, application process and selection procedures for individuals interested in representing **TEAM BC** as a **COACH** or **WAX TECHNICIAN** at the **2027 CANADA WINTER GAMES (CWG)** in **Quebec City**.

This policy is intended to provide a fair, transparent and consistent process for selecting qualified individuals who will support TEAM BC SNOWBOARD Athletes and contribute to a positive, safe and high-performance environment throughout the CANADA WINTER GAMES (CWG) program.

The objective of the selection process is to identify coaches and support staff who will best support athlete performance, athlete wellbeing and the operational objectives of TEAM BC SNOWBOARD at the 2027 CANADA WINTER GAMES (CWG), while also recognizing the importance of developing and strengthening the provincial coaching pathway and the long-term growth of competitive snowboarding in British Columbia.

2. ABOUT THE 2027 CANADA WINTER GAMES

2.2 Held every four (4) years, the CANADA WINTER GAMES (CWG) are Canada's largest multi-sport event for developing athletes. The Games bring together the country's top emerging athletes to compete for their province or territory while experiencing a high-performance multi-sport environment.

The 2027 CANADA WINTER GAMES (CWG) will take place in Quebec City, Quebec from February 27th to March 15th. Snowboard is a Week 2 Sport. In accordance with the CANADA WINTER GAMES (CWG) Technical Package, TEAM BC SNOWBOARD may consist of up to eight (8) athletes, two (2) coaches and one (1) wax technician.

Travel dates for TEAM BC SNOWBOARD are anticipated to be March 7th to March 15th, 2027.

Training and competition(s) will take place between March 8th and March 14th, 2027

Snowboard Events along with each discipline will be held at the following venues:

- Mont-Sainte-Ann (Snowboard Cross)
- Stoneham Mountain Resort (Slopestyle, Big Air, Halfpipe)
- Le Relais Ski Centre (Parallel Giant Slalom)

Applicants are encouraged to review the CANADA WINTER GAMES (CWG) Snowboard Technical Package and other supporting Team documents [HERE](#)

3. TEAM BC SNOWBOARD STAFF STRUCTURE

3.1 In accordance with the CANADA WINTER GAMES (CWG), SNOWBOARD TECHNICAL PACKAGE, BC Snowboard will select the following positions to represent TEAM BC at the 2027 CANADA WINTER GAMES (CWG):

- One (1) Male Coach
- One (1) Female Coach
- One (1) Wax Technician

The Wax Technician position may be filled by either a male or female applicant.

3.2 All TEAM BC SNOWBOARD staff positions associated with the 2027 CANADA WINTER GAMES are volunteer roles.

3.3 Additional Team Positions: In addition to the team composition outlined in the 2027 CANADA WINTER GAMES (CWG) Snowboard Technical Package, BC Snowboard has identified two (2) additional positions to support TEAM BC SNOWBOARD athletes and staff leading into and throughout the GAMES:

- **TEAM MANAGER:** The Team Manager will serve as the primary point of contact for TEAM BC SNOWBOARD athletes and staff and will support planning, coordination and preparation for the team leading into and throughout the GAMES.
- **WOMEN IN COACHING APPRENTICE COACH:** TEAM BC SNOWBOARD will include a selected Apprenticeship Coach through the **Canada Games Women in Coaching Apprenticeship Program**, a national initiative providing women coaches with mentorship and Canada Games experience. Selected through a competitive application process, the Apprentice Coach will attend the GAMES as an additional coach and support person for TEAM BC SNOWBOARD.

These positions have already been filled and are not subject to the application or selection process outlined in this policy.

3.4 Selected coaches and the wax technician will work collaboratively with the Team Manager to support athlete performance, athlete well-being and the successful delivery of the TEAM BC SNOWBOARD program before, during and after the 2027 CANADA WINTER GAMES (CWG).

3.5 Coach applicants will apply for a general coach position and will not apply directly for a Head Coach, Assistant Coach, Speed Coach or Freestyle Coach role. Coaches with experience and expertise across all snowboard disciplines, including both Speed and Freestyle are encouraged to apply.

Following the completion of the selection process, BC Snowboard will designate one selected coach as the Head Coach and one selected coach as the Assistant Coach. These designations will be based on the experience, strengths and skillsets of the selected coaches, as well as operational needs of TEAM BC SNOWBOARD.

4. COACH POSITION(S)

4.1 The Coach position plays an important role in supporting TEAM BC athletes before, during and after the CANADA WINTER GAMES (CWG). In addition to providing technical, tactical coaching and performance support, coaches contribute to athletes' wellbeing, team culture and the overall success of TEAM BC throughout the GAMES.

BC Snowboard is seeking coaches who are committed to creating a positive, safe and athlete-centered environment while supporting every **TEAM BC athlete** in achieving their performance goals at the 2027 CANADA WINTER GAMES (CWG).

4.2 Eligibility Requirements: The following coaching standards and eligibility requirements have been established by CANADA SNOWBOARD in accordance with the CANADA WINTER GAMES (CWG) COUNCIL requirements and must be met by all selected coaches no later than NOVEMBER 29TH, 2026 (90 days prior to the Games).

- a) Hold a minimum certification status of Canada Snowboard Coaching Program (CSCP) NCCP Competition Advanced Trained.
- b) Complete the NCCP Leading Drug Free Sport module.
- c) Complete the NCCP Managing Conflict module.
- d) Maintain active membership with BC Snowboard.
- e) Meet all Safe Sport, screening, and registration requirements established by BC Snowboard, Team BC, Canada Snowboard, and the Canada Games Council.

Please note that coaches holding an NCCP status of "COMPETITION INTRODUCTION ADVANCED TRAINED, NOT RENEWED" do not meet the coaching requirements for the 2027 CANADA WINTER GAMES (CWG).

Coaches who do not currently meet all eligibility requirements are still encouraged to apply.

All selected coaches must meet the required coaching standards by November 29th, 2026.

Failure to meet the required coaching standards by this deadline will result in removal from the TEAM BC SNOWBOARD staff and be replaced by an alternate candidate.

4.3 Preferred Qualifications: In addition to meeting the minimum eligibility requirements, preference may be given to applicants who demonstrate one or more of the following:

- a) Current involvement in the development of competitive snowboard athletes in BC.
- b) Experience coaching / working within a competitive or high-performance sport environment.
- c) Experience supporting athletes across multiple snowboard disciplines.
- d) Strong leadership, communication and organizational skills.
- e) Demonstrated commitment to athlete-centered coaching.
- f) The ability to work collaboratively within a team environment.
- g) Alignment with the values and objectives of the BC Snowboard Team and Team BC.

4.4 Responsibilities: While the primary commitment for selected coaches will occur during the CANADA WINTER GAMES (CWG) period, coaches may also be asked to participate in preparation activities prior to the GAMES and debrief activities following the GAMES.

PRIOR TO THE GAMES, coaches may be required to:

- a) Participate in planning meetings and TEAM BC activities.
- b) Attend preparation camps, training opportunities and staff meetings as requested.
- c) Support athlete preparation and development
- d) Collaborate with the Team Manager and other TEAM BC SNOWBOARD staff in preparation for the GAMES.

DURING THE GAMES, coaches will be expected to:

- a) Provide on-snow coaching and performance support to ALL TEAM BC athletes.
- b) Support athlete wellbeing and contribute to a positive team environment.
- c) Assist in maintaining athlete safety and adherence to TEAM BC expectations.
- d) Attend TC meetings, team meetings and Team BC activities as required.
- e) Work collaboratively with the Team Manager, coaching staff and wax technician.
- f) Assist with daily operations and delivery of the TEAM BC SNOWBOARD program.
- g) Adhere to ALL BC Snowboard, TEAM BC, Canada Snowboard and CANADA WINTER GAMES (CWG) policies and procedures.
- h) Act as a positive role model and ambassador for BC Snowboard and TEAM BC.

FOLLOWING THE GAMES, the coach may be required to:

- a) Participate in post-GAMES debriefs and evaluation activities.
- b) Complete any reporting requirements requested by BC Snowboard, TEAM BC or CANADA WINTER GAMES (CWG) council.

4.5 HEAD COACH AND ASSISTANT COACH DESIGNATION: Applicants will apply for Coach position and will not apply directly for a HEAD COACH or ASSISTANT COACH role.

Following the completion of the selection process, BC Snowboard will designate one selected coach as the HEAD COACH and one selected coach as the ASSISTANT COACH.

The HEAD COACH and ASSISTANT COACH designations will be determined based on the experience, strengths and skillsets of the selected coaches, as well as the operational needs of TEAM BC SNOWBOARD.

While both coaches will work collaboratively to support TEAM BC athletes and the overall delivery of the TEAM BC SNOWBOARD program, the HEAD COACH and ASSISTANT COACH may be assigned different roles and responsibilities based on operational needs of the program.

5. WAX TECHNICIAN POSITION

5.1 The WAX TECHNICIAN position plays an important part in supporting TEAM BC athletes before during and after the CANADA WINTER GAMES. Working as part of the TEAM BC SNOWBOARD staff, the WAX TECHNICIAN collaborates with the TEAM MANAGER and COACHES to prepare competition equipment, adapt to changing snow conditions and support athlete performance throughout the GAMES.

BC SNOWBOARD is seeking a WAX TECHNICIAN who is organized, dependable, collaborative, able to work independently when required and committed to supporting TEAM BC athletes in a positive, safe and athlete-centered environment.

5.2 Eligibility Requirements: The following eligibility requirements have been established by BC SNOWBOARD and must be met by the selected WAX TECHNICIAN prior to the 2027 CANADA WINTER GAMES. Applicants who do not currently meet all eligibility requirements are still encouraged to apply, provided they have a clear plan to obtain the required certifications and training prior to the GAMES.

To be eligible for selection applicants must:

- a) Have experience coaching and/or working within a competitive snowboard environment.
- b) Demonstrate experience preparing, tuning and maintaining competitive snowboard equipment.
- c) Hold a valid CANADA SNOWBOARD coaching license for the 2026/2027 season.
- d) Hold a minimum NCCP COMPETITION-INTRODUCTION CERTIFIED status.
- e) Be available to attend the required travel dates and 2027 CANADA WINTER GAMES
- f) Be willing to work collaboratively with the TEAM MANAGER & COACHES throughout the CANADA WINTER GAMES.
- g) Meet all Safe Sport, screening, and registration requirements established by BC Snowboard, Team BC, Canada Snowboard, and the Canada Games Council.

5.3 Preferred Qualifications: In addition to meeting the minimum eligibility requirements, preference may be given to applicants who demonstrate one or more of the following:

- a) Experience preparing and maintaining snowboard equipment in a competitive environment.
- b) Knowledge of snowboard tuning, waxing and equipment preparation for varying snow conditions.
- c) Experience working with competitive or high-performance snowboard athletes.
- d) Strong communication, organizational and problem-solving skills.
- e) The ability to work collaboratively as part of a high-performance support team.
- f) A demonstrated commitment to athlete-centered sport and the values and objective of BC SNOWBOARD and the TEAM BC SNOWBOARD program.

5.4 Responsibilities: While the primary commitment to the selected WAX TECHNICIAN will occur during the CANADA WINTER GAMES (CWG), they may also be asked to participate in preparation activities prior to the GAMES and debrief activities following the GAMES.

PRIOR TO THE GAMES, the WAX TECHNICIAN may be required to:

- a) Participate in planning meetings and TEAM BC activities.
- b) Attend preparation camps, training opportunities and staff meetings as requested.
- c) Collaborate with the TEAM MANAGER & COACHES in preparation for the GAMES.
- d) Assist with equipment preparation and planning as required.

DURING THE GAMES, the WAX TECHNICIAN will be expected to:

- a) Prepare, maintain and test athlete equipment throughout training and competition.
- b) Monitor changing snow conditions and make equipment preparation recommendations to the TEAM MANAGER and COACHES.
- c) Work collaboratively with the TEAM MANAGER & COACHES to support athlete performance.
- d) Assist with the daily operations and delivery of the TEAM BC SNOWBOARD program.
- e) Adhere to ALL BC Snowboard, TEAM BC, Canada Snowboard and CANADA WINTER GAMES (CWG) policies and procedures.
- f) Act as a positive role model and ambassador for BC Snowboard and TEAM BC.

FOLLOWING THE GAMES, the WAX TECHNICIAN may be required to:

- a) Participate in post-GAMES debriefs and evaluation activities.
- b) Complete any reporting requirements requested by BC Snowboard, TEAM BC or CANADA WINTER GAMES (CWG) council.

6. GENERAL EXPECTATIONS OF TEAM BC REPRESENTATIVES

6.1 Representing TEAM BC at the CANADA WINTER GAMES (CWG) is a privilege and carries a responsibility to contribute positively to the overall team environment. All TEAM BC representatives are expected to uphold the values of BC Snowboard and TEAM BC, demonstrate professionalism and contribute to a culture that supports the success and wellbeing of every member of the team.

All TEAM BC representatives are expected to:

- a) Conduct themselves in a professional manner and uphold the rules, policies, standards and codes of conduct established by BC Snowboard, TEAM BC, Canada Snowboard and the CANADA WINTER GAMES (CWG) Council.
- b) Treat athletes, coaches, support staff, officials, volunteers, games personnel, fellow competitors and members of the public with professionalism, integrity and respect at all times.
- c) Foster a positive, safe, inclusive and athlete-centered team environment.
- d) Support all TEAM BC athletes equally, regardless of age, discipline, experience level or projected performance.
- e) Work collaboratively with the TEAM MANAGER and other TEAM BC representatives to contribute to a positive and successful GAMES experience.
- f) Demonstrate good sportsmanship and serve as a positive ambassador for BC Snowboard, TEAM BC and the sport of snowboarding.
- g) Support and uphold the principles of Safe Sport and the Rule of Two.
- h) Be accountable for their actions and contribute positively to the culture and reputation of TEAM BC SNOWBOARD.

7. APPLICATION PROCESS

7.1 Applications for the 2027 CANADA WINTER GAMES (CWG) COACH and WAX TECHNICIAN position will be accepted during the application period outlined below.

Application Opens: AUGUST 10TH, 2026

Application Deadline: SEPTEMBER 14TH, 2026

Application Form: <https://forms.gle/QjtWJPUNsC9BXQrF7>

Individuals interested in applying for a COACH or WAX TECHNICIAN position with TEAM BC SNOWBOARD must submit a complete application through the official BC Snowboard online application form by the published application deadline.

The application form will request information relating to the applicant's qualifications, certifications, experience and suitability for the position. Applicants may also be invited to provide additional information, supporting documentation or professional references as part of the selection process.

The online application form will include a link to this policy. Applicants are responsible for reviewing and understanding the eligibility requirements, expectations and selection process prior to submitting their application.

Incomplete or late applications may not be considered.

8. SELECTION COMMITTEE

8.1 The COACH and WAX TECHNICIAN Selection Committee will be responsible for reviewing all eligible applications and conducting the selection process in accordance with this policy.

The Selection Committee will consist of:

- BC Snowboard Executive Director.
- TEAM BC SNOWBOARD Team Manager
- One (1) additional BC Snowboard representative appointed by the Executive Director and Team Manager.

The Selection Committee may consult with additional individuals where technical expertise or clarification is required. Any individuals providing input will not participate in the final decision unless formally appointed to the Selection Committee.

Selection Committee members will conduct the selection process in a fair, impartial and transparent manner. Where an actual, potential or perceived conflict of interest exists, the Selection Committee will determine the most appropriate course of action to ensure the integrity of the selection process.

8.2 Selection Process: The Selection Committee will review all eligible applications received for TEAM BC support staff positions by the application deadline in accordance with the process outlined in this policy.

The selection process may include:

- a) Review of the submitted application
- b) Verification of applicant eligibility and required qualifications.
- c) Declaration and management of any actual, potential or perceived conflicts of interest by the Selection Committee.
- d) Assessment of coaching experience, technical knowledge and other relevant qualifications.
- e) Follow-up discussions, interviews or requests for additional information where deemed necessary by the Selection Committee
- f) Reference checks where deemed necessary by the Selection Committee

Where appropriate, BC Snowboard may identify development opportunities to support applicants who are not selected in preparation for future TEAM BC opportunities.

8.3 Selection Criteria: The Selection Committee will consider each eligible applicant using the selection criteria outlined below. No single criterion will determine selection. Each applicant will be considered as a whole, taking into account the overall needs of TEAM BC.

The following criteria may be considered during the selection process, but are not limited to:

- a) Technical knowledge, skills and experience relevant to the position.
- b) Knowledge and understanding of snowboard athlete development and competitive pathways.
- c) Ability to positively support athletes in a safe and athlete-centered environment.
- d) Communication, leadership and interpersonal skills.
- e) Ability to work collaboratively as part of the TEAM BC support staff.
- f) Professionalism, reliability and ability to represent TEAM BC and BC Snowboard in a positive manner.
- g) Availability and commitment to participate in required meetings, training camps, preparation activities and the CANADA WINTER GAMES (CWG).
- h) Relevant experience that demonstrates an applicant's ability to effectively perform the responsibilities of the position.
- i) Overall suitability to contribute to TEAM BC support staff.

9. NOTIFICATION OF SELECTION

9.1 All applicants will be notified of the outcome of their application by email following completion of the Selection Committee's review: **SEPTEMBER 21ST, 2026**

As outlined in the Selection Process, follow-up discussions and interviews may be conducted where deemed necessary by the Selection Committee. Not all applicants will be invited to participate in follow-up discussions or interviews.

Successful applicants will receive additional information regarding acceptance of the positions, required next steps and applicable deadlines.

Applicants who decline their position or do not respond by the specified deadline may have their position offered to another eligible applicant at the discretion of BC Snowboard.

BC Snowboard reserves the right to fill any vacant position should a selected applicant withdraw or become unable to fulfill the responsibilities of the role prior to the 2027 CANADA WINTER GAMES (CWG).

10. REGISTRATION & EVENT ENTRY REQUIREMENTS

10.1 Selection as a Coach or Wax Technician does not guarantee participation in the 2027 CANADA WINTER GAMES (CWG). Selected staff must complete all registration and event requirements established by BC Snowboard, TEAM BC, the Canada Games Council and any other applicable organizations.

Registration and event requirements may include, but are not limited to:

- a) Completion of all TEAM BC registration requirements through Games-Pro.
- b) Completion of all required Safe Sport, eLearning and education modules.
- c) Submission of all required waivers, declarations, photographs and supporting documentation.
- d) Attendance at required TEAM BC and BC Snowboard meetings, preparation sessions and activities.
- e) Any additional registration or event requirements communicated by BC Snowboard or Team BC.

Unless otherwise communicated by BC Snowboard, all registration and event requirements must be completed by **JANUARY 22nd, 2027**.

Failure to complete the required registration and event requirements by the specified deadline may result in the position being withdrawn and offered to another eligible applicant.

11. POLICY APPROVAL & APPEALS

11.1 This Selection Policy has been approved by BC Snowboard and will remain in effect for the selection of Coaches and the Wax Technician for the 2027 CANADA WINTER GAMES (CWG).

Although Coach and the Wax Technician positions are volunteer appointments, BC Snowboard recognizes that the CANADA WINTER GAMES selection process is a formal, competitive appointment process. As such, any appeal relating to the application of this Selection Policy shall be conducted in accordance with the current BC Snowboard Appeals Policy.

BC Snowboard is committed to administering this Selection Policy in a fair, transparent and consistent manner.

Questions regarding the application of this policy may be directed to BC Snowboard using the contact info below.

CONTACT INFORMATION

Canada Winter Games Coordinator & Team Manager:

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