High-Performance Coach - Manitoba Triathlon Centre

Triathlon Manitoba | Winnipeg, Manitoba

Position: Head Coach, Manitoba Triathlon Centre	Reports to: Executive Director
Employment: Permanent, Full-time	Start date: January 2027
Compensation: based on experience	Application deadline: November 19, 2026

About Triathlon Manitoba and the Manitoba Triathlon Centre

Triathlon Manitoba is seeking an experienced, collaborative, and athlete-centred Head Coach to lead the Manitoba Triathlon Centre (MTC).

The MTC offers training for youth, junior, and U23 athletes looking to develop their triathlon skills and compete at an elite level. The Head Coach supports the development of Manitoba triathletes through high-quality daily training, integrated athlete services, competition planning, and a positive performance environment.

The Opportunity

Reporting to the Executive Director, the Head Coach provides leadership for the MTC's performance and athlete-development programs.

The successful candidate will design and deliver evidence-informed training across swimming, cycling, running, strength training and transition / racing skills; guide athletes through individualized development plans; and work closely with families, clubs, sport partners, and service providers. This role combines hands-on coaching with program leadership, administration, and community engagement.

To support a smooth transition and continuity for athletes, the successful candidate will also have an opportunity to receive mentorship and knowledge transfer from the outgoing coach.

Key Responsibilities

- Develop and implement periodized individual and group training plans that support long-term athlete development and sustained performance progression, for youth, junior & U23 athletes.
- Deliver and oversee high-quality swim, bike, run, strength, transition, and race-preparation programming in a safe, supportive, and engaging environment.
- Lead the planning, delivery, monitoring, and evaluation of the Manitoba Training Centre's annual training and competition program, using testing, performance data, athlete feedback, and competition results to inform decisions and continuous improvement.
- Establish and communicate clear athlete expectations, performance standards, selection processes, and program objectives.
- Coordinate competition schedules, training camps, travel logistics, and on-site race support, as required.
- Collaborate with integrated support team professionals to facilitate athlete access to sport science, sport medicine, strength and conditioning, nutrition, and mental performance services.
- Foster athlete well-being, personal development, and balanced participation through an inclusive, respectful, and athlete-centred coaching approach.
- Recruit, supervise, mentor, and evaluate assistant coaches and program personnel, establishing clear roles, expectations, and opportunities for professional development.
- Oversee entry-level triathlon programming to ensure quality delivery, alignment with Triathlon Manitoba's athlete development pathway, effective coach support, and ongoing evaluation of participation and athlete progression.
- Build and maintain positive relationships with athletes, parents or guardians, clubs, facilities, provincial and national sport partners, and community stakeholders.
- Identify and recruit athletes for program training and Canada Games success, including those who primarily train in other sports.
- Manage program administration, including records, schedules, communications, reporting, budgeting, and compliance with Triathlon Manitoba policies and procedures.
- Champion safe sport, ethical coaching, accessibility, and compliance with all applicable organizational and sport-governing standards.

Qualifications and Experience

- Demonstrated experience coaching triathlon or endurance sport athletes within a performance or development pathway, with a history of staying current with emerging training methodologies, sport science research, and best practices in athlete development.
- National Coaching Certification Program (NCCP) training and certification at the Competition Development level, or a commitment to complete required certification within an agreed timeframe.
- Strong knowledge of training principles, long-term athlete development, competition planning, and athlete monitoring – experience using Training Peaks is an asset.
- A proven ability to build trust, communicate clearly, and adapt coaching to young athletes with different needs, backgrounds, and stages of development.
- Experience leading programs, coordinating people and schedules, and managing administrative responsibilities.
- Sound judgment, professionalism, organization, and the ability to work both independently and collaboratively.
- Current first aid and CPR certification, or willingness to obtain it before commencing coaching duties.
- Ability to satisfy required screening, safe sport, and background-check requirements.
- A valid driver's licence and the ability to travel and work early mornings, evenings, and weekends, as required.
- Post-secondary education in kinesiology, sport science, physical education, coaching, or a related field is an asset.

What We Offer

- The opportunity to shape Manitoba's provincial triathlon performance environment.
- A supported transition, including mentorship and knowledge transfer from the outgoing coach.
- Meaningful work with motivated athletes and committed sport partners.
- Access to established training environments, professional development, and a collaborative provincial sport network.
- A comprehensive benefits package and pension plan.

How to Apply

Please submit a cover letter and résumé outlining your coaching philosophy, relevant experience, qualifications, and interest in the role to Triathlon Manitoba's Executive Director at **triathlon.ed@sportmanitoba.ca** by **November 19, 2026.** Please use the subject line **Head Coach — Manitoba Triathlon Centre**. Applications will be reviewed as received, and only candidates selected for an interview will be contacted.

Commitment to Equity and Safe Sport

Triathlon Manitoba is committed to a safe, welcoming, inclusive, and barrier-free sport environment. We encourage applications from qualified candidates with diverse identities, backgrounds, and lived experiences. Accommodation is available throughout the recruitment process upon request. The successful candidate will be expected to uphold Triathlon Manitoba's policies and all applicable safe sport and conduct requirements.