WATER SKI NOVA SCOTIA
WAKEBOARD

WATER SKI AND WAKEBOARD CANADA
SKI NAUTIQUE ET PLANCHE CANADA

Criteria for candidate selection for 2027 Water Ski Wakeboard Paul Bowie Memorial Ski School

Preamble:

Water Ski Wakeboard Nova Scotia (WSWNS) is committed to the process of transparency and honesty for the selection process to choose water ski instructors for employment in the upcoming season. Positions of employment within our organization will be safe, inclusive, and will provide a healthy work environment free from harassment and discrimination.

WSWNS instructors will be the face of our organization to new members for the entire water ski season and will be a part of shaping our future membership. They must be chosen in a fair and open process and be candidates that will represent our association by following procedures laid down by the Coaching Association of Canada.

To that end, a clear and open process will take place in the selection of the three primary ski instructors and subsequent additional instructors receiving remuneration for the 2020 season.

Each candidate's resume will be scored against the following standard, each potential instructor **must** demonstrate all five **Essential Qualifications** to be considered by the committee. Candidates who meet the 5 essential qualifications will be asked to write their experiences as they match the **Desired Qualifications** which follow. Each candidate will have the right to know what place they came in, and view their own scores only.

Essential qualifications:

1. Applicants must be full time students

2. Coaching Association Canada (CAC) NCCP Foundations certification endorsed by Water Ski and Wakeboard Canada.

3. (Driver positions) Foundations certified new WSC standardized boat driving training, proof of Canadian Coast guard boating license must be provided by applicant and be in the possession of the instructor at all times while driving at ski school.

4. CAC Making Ethical Decisions (MED) (on line).

5. Basic level First Aid- (proof of certification must be provided by applicant)

6. Each successful candidate will be required to sign a **"Code of Conduct"** that must be strictly adhered to during the employment period. If the student is under 18, parents need to cosign the Code of conduct.

7. Each candidate will be required to complete any and all courses **PRIOR** to the start of the season if they are hired. The courses would be online.

Desired qualifications:

1. Experience teaching in the NSWSA ski school-
   - Full time Ski School position held in past 5 years with a positive yearly appraisal - award up to 25 points
   - Senior full-time position in another accredited water ski school- award up to 20 points
   - Part-time ski school instructor with 20 or more days total (not consecutive) as a fill in- award up to 20 points
   - Part-time ski school instructor with 10 or more days total (not consecutive) as a fill in- award up to 10 points

2. Additional CAC NCCP coaching levels including: Build the Skills- (equivalent to old level 2); Learn to Compete (equivalent to old level 3)-
   - learn to compete (equivalent to old level 3) award 20 points
   - Build the Skills- (equivalent to old level 2) – award 15 points

3. Boat driving experience :
   - NSWSA ski school Full time employee with driving responsibility- award 15 points
   - NSWSA ski school (or other accredited ski school) instructor of 20 or more days, (not consecutive)- with driving responsibility award 10 points
   - Driver certification at higher levels, such as tournament certified, or Build the Skills level- award 10 points

4. Personal suitability, demonstrate previous experience making physical activity **fun** for children:
   - Full time ski school position held in past 5 years – demonstrating how teaching was made **fun** for students (can include a letter from a parent) award up to 10 points
   - Part-time ski school instructor with 20 or more days total (not consecutive) as a "fill in"-demonstrating how teaching was made **fun** for students (can include a letter from a parent) award up to 10 points
   - Teaching at another accredited ski school or another sport demonstrating how teaching was made **fun** for students (can include a letter from a parent)- award up to 5 points

5. Knowledge of Water Ski Canada's Rip n' Ride program (please include details to) show you have used this system of evaluation, and have experience teaching it- award up to 10 points

6. Ability to demonstrate the skills as laid out in the gold, silver and bronze levels of the Rip n Ride program- award up to 10 points

7. Experience with collecting, tabulating and report preparation for NSWSA Ski School paper and digital registration information. Award up to 10 pts.

8. Driver's license and ability to gas up an inboard boat including carrying heavy jerry cans- award up to 20 pts

9. Additional NCCP credit courses. Award up to 15 points for Concussion on line course; Award up to 5 points for other online courses completed within 18 months of this application

10. Submit names and contact information of three references which will be persons not related to the candidate that can speak to some or all of the 9 desired qualifications.

11. To be awarded one of the full-time positions, candidates must be prepared to work the entire water ski season, which could be a total of up to 9 weeks if each week of camp is filled**Please indicate in your cover letter if you can make this commitment.**

12. For each position, travel is a requirement of the role. It means reporting to work at Morris Lake, as well as any travelling camp location. **In your cover letter, please indicate you have the ability to report for work at various work locations throughout the term of employment.**