



VC Rep Program - Job Description

The Volleyball Canada Representative (VC Rep) plays an important role at both beach and indoor national championships. The VC Rep will support both VC staff and event staff to ensure that each event is held to the highest standard while ensuring participant enjoyment. A large role of the VC Rep is to be the eyes and ears of the staff, to relay any comments and/or complaints and to manage any onsite issues. This will ensure that staff can focus on event operations.

What We're Looking For

VC is looking for individuals who can demonstrate the following skills and experience:

- A thorough and up to date understanding of the rules, guidelines and all applicable VC policy documents is critical
- Experience in either indoor or beach volleyball to work in that respective discipline
 - A combination of coaching, referee, and player experience is desirable
- Current understanding of VC event format and operations
- A strong belief in the “Spirit of the Game” rather than a rule enforcement mentality
- Willing to communicate with participating teams
- Willing to be actively visible for lengthy periods of time
- Bilingualism is an asset
- Additional characteristics:
 - Resistance/self-control in high stress situations; ability to diffuse tense situations
 - Calm, measured and persuasive speaker; ability to speak confidently and remain positive
 - Approachable and friendly
 - Strong communication/listening skills
 - Time management
 - Adaptable
 - Genuine dedication to the development of volleyball in Canada

Hours/Schedule:

Most national championships are held in a 3-day format. The VC Rep will be required to be on site for all three days of the event, plus an additional day prior to competition to assist with check-in and any other preparatory activities. In the case of a Festival event, with two 3-day events back to back, a different group of VC Reps will work each 3-day event. VC Reps must be prepared to be on their feet for long periods of time, and in the case of beach nationals, outdoors in the elements.

- Indoor Nationals - Reps will be on-site for check-in day (approximately 6 hours); during competition days 1 & 2, Reps will be scheduled for either an AM or PM wave (AM: 6:00am – 2:30pm; PM: 2:00pm – 10:00pm). On competition day 3, Reps may be on site for the full day (6am – 5pm) or they may work a split day.
- Beach Nationals - Reps will be on-site for check-in day (approximately 6 hours) and during competition days Reps can expect to be on-site approximately 8am – 5pm.



Compensation:

The VC Rep will be provided with the following items in compensation for their time and contribution to the National Championships:

- A \$500 honorarium for each event worked
- All expenses covered by VC (travel, transport, accommodations, per diem)

Training & Education:

Upon entry into the program, VC Reps will be provided with a number of training opportunities, including:

- VC Rep Orientation
- Shadowing opportunity for first event
- Access to an online resource center leading up to and during events.

On-going formal training opportunities for all Reps will be provided every two (2) years, approximately.

VC Reps will be required to complete a police record check every three (3) years as well as complete the Sport Canada Safe Sport training (or equivalent).

Selection Process

A call for potential VC Reps will be sent out through VC staff, current VC reps, and also through the PTAs. Interested candidates must submit their name and details in writing regarding their experience in volleyball. Submissions may be done directly by the candidate to the Director of Domestic Competitions or via the VC/PTA representative recommending them.

The following steps will be completed with all candidates:

- Reference checks conducted with applicants' PTAs/Clubs
- An interview, either in-person or via Skype/Zoom, with the VC Rep Program Advisor
- Candidates will be subject to a satisfactory Criminal Record Check, as well as completion of all VC mandated Safe Sport training

Diversity

In order to ensure that VC has diversity in its representatives with varying qualities, skillsets, and all regions of the country represented; VC is currently seeking candidates with any of the following representations:

- Bilingualism with a strong ability in French
- Representatives from MB, QC, NS, SK, ON
- Beach experience
- Female
- Visible minority

VC is committed to upholding the values of equity, diversity, and inclusion. We actively encourage persons who identify as women, indigenous peoples, persons with disabilities, LGBTQ2S+ and members of visible minorities to express their interest in the VC Rep Program with their PTA. Self-identification by candidates is voluntary.