



## Call for Expression of Interest – Mental Performance Consultants 2021 Canada Summer Games

Team BC, managed by the BC Games Society and in partnership with Canadian Sport Institute Pacific, viaSport, and SportMedBC are inviting qualified Mental Performance Consultants (MPC) to apply for up to three available positions with Team BC for the 2021 Canada Summer Games to be held in Niagara, Ontario from August 6 - 21, 2021.

### About Team BC

Team BC is the group of athletes, coaches, managers, and Mission Staff who represent the Province of British Columbia at Canada's premier multisport Games – the Canada Games.

Team BC athletes and coaches are the best in their age group and the Canada Games are a key development opportunity toward future national and international competitions. Team BC athletes are the next generation of junior national and national team athletes and as such, they are provided with enhanced training and competitive opportunities, sport science and medicine services, and support with the goal of personal bests and podium performance at the Games.

The Team BC program is a collaborative effort of partners to select, prepare, and service the athletes and coaches to ensure optimal performance at the Games. The Province of BC funds the program, which is managed by the BC Games Society with integration with Canadian Sport Institute-Pacific, viaSport, and SportMedBC. Team BC Chefs de Mission and Mission Staff are volunteer leaders in the BC sport, recreation and business sectors and provide administrative support to the program so that the athletes and coaches can focus on competing at their best.

### About the Canada Games

Held once every two years, alternating between winter and summer, the Canada Games are the largest multi-sport event for up and coming Canadian amateur athletes. Each Games features two weeks of competition, between 16 - 19 sports, approximately 3,400 summer and 2,350 winter athletes, and over 4,000 volunteers. Hosted in every province at least once since their inception in Quebec City in 1967, the Games are proud of their contribution to Canada's sport development system in addition to their lasting legacy of sport facilities, community pride and national unity. As the best in their respective age groups in the Training to Compete phase of the Canadian Sport for Life model, the athletes represent their respective province or territory and compete for medals and the Canada Games Flag.

For some athletes, the Canada Games are a goal along the way to what they hope will be success in sport at the Pan Am, Para Pan Am, Commonwealth, Olympic or Paralympic Games. For others, the Canada Games are the goal, their personal dream.

Below is a list of the participating sports for the upcoming Canada Summer Games:

2021 Canada Summer Games	
Phase One	Phase Two
Baseball - Male	Athletics
Basketball - Female	Basketball - Male
Beach Volleyball	Box Lacross - Male
Box Lacrosse - Female	Canoe-Kayak
Cycling - Mountain Bike	Cycling - Road
Rowing	Diving
Sailing	Golf
Soccer - Male	Rugby Sevens
Softball - Female	Soccer - Female
Swimming	Softball - Male
Swimming - Open Water	Volleyball
Tennis	
Triathlon	
Wrestling	

### Position Description

The provision of mental skills training has been identified as an important component of athlete preparation and performance. The goal of the Team BC performance program is to incorporate mental training support for the PSOs and team coaching staff to facilitate their efforts to create the highest performance levels possible. This will be accomplished by ensuring the benefits of the training programs are clear, quality program delivery is available, and the programs are flexible enough to fit within their system.

Support to the PSO, coaching staff, and individual athletes will be focused primarily on the need to enhance performance which may include: assisting the coaching staff, working with team dynamics, and developing personal mastery at the athlete level. The overreaching goal is to develop a system that will consistently create the ideal environment that allows teams and athletes to perform at their best.

### Pre-Games Support

Following the successful integration with the 2019 Canada Winter Games, Team BC has decided to continue to offer the funding and support for PSOs to be eligible for free pre-Games consultation from our program's MPCs. Participating PSOs will be provided one day of MPC service at a pre-determined rate to begin the cycle of preparation towards the Games. For those PSOs that have teams or disciplines that function separately from each other, each of those teams/disciplines will be offered the same support for each group. For example, Cycling BC will be eligible for one day of MPC service for the Mountain Bike team, and one day of service for the Road team. The same goes for those PSOs that have both male and female teams (i.e. Basketball, Box Lacrosse, Soccer, Softball, and Volleyball). Programs may opt to use that time within a single day, or up to 6 hours of time spread throughout the preparation cycle. PSOs will voluntarily partake in this pre-Games program, with MPCs invoicing Team BC over and above the contract price referenced later in this document. PSOs not involved in pre-Games sessions are still eligible for support at the Games as per the terms of this RFP. It is the intention of Team BC to maximize the services of the MPCs over the entire Games planning cycle with the goal of enhanced performance by all participating PSOs.

## **Terms of Reference**

The Team BC Mental Performance Consultants (MPCs) are contracted positions with the BC Games Society. The MPCs report to the Chef de Mission, and are assigned sports prior to the Games to provide mental training education and support to Team BC athletes and coaches. If a sport is already engaged with a practitioner who is not attending the Games, the Team BC designated MPC liaises with that practitioner to ensure a smooth transition at the Games. The MPCs are also part of the Team BC Mission Staff team and may have other duties assigned to their responsibilities at Games.

## **Position Description**

Upon initial contact with their assigned teams, MPCs will provide a detailed overview of the mental training education and support services available. This includes services that can be provided prior to, during, and post games so all PSOs and coaches are clear on the program and how to utilize it for best results.

MPCs will conduct a pre-games survey with their designated teams which will include contact with both the PSO and the coaching staff. This will be done in order to evaluate what has been accomplished in the past, create awareness of any mental training activities already initiated, and determine the needs for the games cycle.

Team BC MPCs work with individual athletes, teams, and coaches to put an appropriate plan together to develop mental skill development focussed on enhancing competitive performance and training. Individual skills may include: self-talk, focus, imagery, goal setting, emotional and arousal management, commitment, belief, positive images, mental readiness, distraction control, and constructive evaluation.

The MPCs educate athletes about mental skills and their development primarily through educational training seminars, one on one sport counselling sessions, and the use of ongoing facilitated communication tools (e.g. Athlete Diary, etc.).

In order to be most effective, the MPCs must work in confidence with the PSOs and the athletes to ensure the highest levels of trust. They will encourage both open and honest dialogue with the expectation that this position is to deliver performance enhancement services.

## **Position Description (continued)**

The MPCs will:

- Provide mental training support to Team BC athletes and coaches.
- Encourage excellence in sportsmanship including respect for the rules, officials, opponents, venues, Team BC, and oneself.
- Establish an ongoing working relationship with the assigned sports.
- Conduct athlete assessments using both quantitative and qualitative means.
- Conduct sessions with the teams related to skill development and performance enhancement.
- Implement the Pre-Games Support being provided by Team BC - tracking hours and invoicing Team BC upon completion of the delivery of this initiative.
- Observe teams in practice and competition settings and provide feedback when appropriate.
- Provide mental training articles and information where appropriate for general publications relating to the Team BC program and education sessions at the Team BC coaches meetings.
- Speak at each of the Team BC Pep Rallies at the Games, providing tips and tools for athletes and coaches to focus on during their experience at Games.
- Work within the Team BC Mission Team as requested.
- Maintain open communication and ensure the Chef de Mission is kept apprised of mental training

support activities.

- Attend Team BC administrative, Mission Staff, and coach meetings where appropriate.
- Provide a final status report for each team at the conclusion of the Games. This will include a brief overview of team contact prior to, during, and post games, as well as a log of contact hours and athlete numbers. The report will also suggest actions needing to be taken in order to improve the system for the following games cycle.

## **Background Qualifications**

Individuals with a background of expertise in both sport and mental skills training are invited to apply. These positions require formal academic course work and supervised internship in both sport and mental skills training.

Applicants must have the following minimum standard of education/training:

1. be members in good standing of the Canadian Sport Psychology Association (CSPA)
2. each applicants must be currently delivering sport and/or mental training services in British Columbia.

## **Remuneration**

The rate of pay for MPCs is reflective of their expertise and commitment. The general guideline provided to the sports for their budgeting purposes is \$125 per hour, or \$750 per day.

In the lead up to the Games, and in addition to the pre-games support referenced earlier in this document, MPCs will be engaged with and paid directly by the PSOs. It will be the MPCs responsibility to establish a fee for service with the PSO, based on the guidelines provided, for the requested services. At the Games, the MPC will be paid \$300 per day by the BC Games Society, in addition to travel, accommodations, and a daily per diem for meals and incidentals.

## **Commitment**

The MPC must be available to work with assigned sports for up to 16 months prior to the Games and attend up to 3 Team BC Mission Staff meetings and training sessions. The MPC is also required to attend the full duration of the Games:

**Team BC will travel to the 2021 Canada Summer Games via Vancouver on August 5, 2021 and will return on August 22, 2021. Travel dates are subject to change based on Team BCs needs of the MPCs.**

**Please note, MPCs are part of the Mission Staff and must commit to the following dates (Exact dates and locations to be determined in Spring 2020):**

### **2021 Canada Summer Games**

Event	When	Where
<b>Post M1 PSO Meetings (in person or via conference call)</b>	Week of October 19-23, 2020 Exact dates/times TBD	Burnaby, BC
<b>Mission Staff Training Camp 1</b>	September or October 2020 Exact dates TBD	Whiterock, BC
<b>Monthly Mission Staff Conference Calls</b>	Last Wednesday of each month beginning May 2020	Conference Call
<b>Team BC Coaches' Meeting</b>	TBD - Late May 2021	Burnaby, BC
<b>Mission Staff Training Camp 2</b>	July 2021 (one weekend) Exact dates TBD	Lower Mainland
<b>Canada Winter Games</b>	August 5 - 22, 2021	Niagara, ON
<b>Post-Games Mission Staff Debrief</b>	October 2021	Lower Mainland

**Team BC  
2021 Canada Summer Games  
Expression of Interest  
Mental Performance Consultant**

**Instructions**

Interested applicants must submit an expression of interest that includes the following items:

1. Cover letter and CV
2. One pager that speaks to the following:
  - Certifications and Education
  - Sport Experience
  - Current Sport Clients
  - Prior multi-sport Games involvement - city and year
  - References

**The expression of interest can be mailed or e-mail to:**

**Jarret Poitras  
Team BC Operations Manager  
BC Games Society**

200-990 Fort St  
Victoria, BC  
V8V 3K2  
[jarretp@bcgames.org](mailto:jarretp@bcgames.org)

**DEADLINE FOR APPLICATIONS:**  
**Monday, April 20, 2020 - 4:00pm PST**  
Shortlisted applicants will be contacted for interviews shortly after the application deadline.