



ESTONIAN BIATHLON TEAM

Estonian Biathlon Federation is looking for Head Coach

6.04.2021

The Estonian Biathlon Federation is looking for a Head Coach for Estonian National Biathlon Team. Please find the entire job description below.

You will have a chance to take on exciting challenges in one of the most closely followed winter sports in Europe, by developing the Estonian training method and leading the preparation of the Estonian National Biathlon Team for local and international competitions.

We offer an interesting work environment with our most talented athletes. Coaching will be the main focus of the assignment, but Head Coach is also a crucial part in the development of Estonian Biathlon.

The work will consist of coaching the Estonian National Biathlon Team during the training season, World Cup competitions and Winter Olympic Games, including all coordination and other duties. The post includes travelling which requires flexibility in working hours. We appreciate Russian, Finnish and Estonian languages, fluent English skills are required.

Key Attributes:

- Demonstrates leadership capability in developing, implementing and leading a successful high-performance program, team and culture
- Able to lead projects, supervise staff or contractors and work as a team player in a volunteer-based organization
- Excellent time management and organizational skills
- Good judgement, discretion, tact and the ability to work well with athletes, coaches, partners, staff and the public
- Superior critical thinking skills, including the capacity to identify, appropriately assess and prioritize competing interests, and to challenge the status quo
- Strong organizational skills and demonstrated capacity to develop and implement practical strategies, plans, and solutions to identified issues and problems
- Shares and promotes the values of clean sport

Criteria for applicants:

- Superior expertise in all relevant technical aspects of biathlon (skiing technique, shooting technique, rifle fitting, race support, wax/ski knowledge, etc.)
- Successful experience in leading teams of athletes, coaches, and support staff at major international competitions
- Proven ability to build strong relationships and credibility with coaches, support staff and stakeholders
- Demonstrated business skills including planning, budgeting, and change management

The Estonian Biathlon Team main training center is in Otepää, Estonia. We expect to start a partnership with the new Head Coach in May 2021. The Head Coach is expected to live in Estonia.

The contract will be signed for 1+1 years or 1+4 years.

Please send your CV and free-form application including salary expectations via email to Hillar Zahkna by 20.04.2021 (hillar.zahkna@biathlon.ee)

More information/Inquiries:

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