



# BRITISH COLUMBIA DEAF SPORTS FEDERATION

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## Access Programming Coordinator Posting

### ABOUT BC DEAF SPORTS

BC Deaf Sports is a multi-sport, non-profit organization functioning as an umbrella for Deaf and Hard of Hearing athletes in British Columbia. Our mandate includes promoting awareness and acceptance of Deaf athletes provincially and nationally. We develop interest amongst Deaf athletes and supporters in competitive and recreational sports. Opportunities include sporting events to participate in, training and other services.

### SUMMARY OF THE POSITION

The Access Programming Coordinator (APC) encourages access to programming for deaf and hard of hearing athletes. This coordinator takes a lead role in two areas:

- Strategy development to re-frame and encourage sign language access to existing BC Sport sector services.
- Increase deaf and hard of hearing athletes' participation in workshops, programs and clinics offered by the Provincial Sport Organizations (PSOs) and their clubs in BC as well as encouraging attendance in multi-sport events including BC Games and Legacy Performance Games.

To achieve success in the two areas mentioned above, the APC works with stakeholders, leaders within PSOs, multi-sport organizations (MSOs), the business community, funders, academic institutions, community centers and clubs to leverage networks. The coordinator then establishes policies and action plans to facilitate a culture within the BC Sport Sector in which the coaching and instruction of deaf and hard of hearing athletes includes sign language.

Working with BC Deaf Sports members, staff and the Board, the APC supports ongoing activities to develop excellence in sporting activity for the BC Deaf community. Through this dialogue, the programming coordinator becomes or is an expert in issues involving sport access. Change in the BC Sport sector is desired so the APC will inspire change and motivation in understanding the value of Deaf culture and sport. The vision, mission and values of BC Deaf Sports will be realized through dialogue with or facilitating between interested parties.

The position duties and responsibilities will evolve as access is established within the BC Sport Sector and BC Deaf Sports. Once success is achieved in the two key areas of focus – strategies to enable access is developed and participation measurements within the BC Sport sector is implemented, the duties will be re-assessed to achieve long term goals including medals in multi-sport events such as Deaflympics.

## DUTIES AND RESPONSIBILITIES

The position will include the duties and responsibilities as follows:

- **Strategic development:** Develop strategy to provide insights, guidance and recommendations for achieving deaf community access equality into the BC Sport sector, with the ability to set up targets, required allocations, programming guidelines, measurement criteria and reporting.
- **Dialogue:** Initiate dialogue with sport related organizations (PSOs, MSOs, clubs, community centers) to enable understanding and re-framing of access with sign language.
- **Campaign:** Develop and implement a campaign to promote and recognize deaf and hard of hearing athletes who are successful role models, to share the stories of such athletes with teachers and parents of deaf and hard of hearing children.
- **Cultural Awareness:** Develop a Deaf cultural awareness resource and strategy to re-frame perspectives of sport and physical activity of those representing the BC Sport Sector.
- **Member Recruitment and Retention:** Develop strategies for recruiting and retaining participation within the BC Deaf community across all sports.
- **Children and Family Connections:** Expand participation of deaf and hard of hearing children through access support and dialogue with parents, teachers and key stakeholders involved

## EDUCATION AND EXPERIENCE

The following education and experience criteria reflect the ideal qualifications for the position:

- Post-secondary degree in sport/recreational management, intercultural studies, disability, deaf studies, gender and race studies, business or sports administration
- Two or more years of related work experience
- Experience working with community based sport, recreation or sport organizations
- Experience in working with board level operations, committees and teams
- Skilled in developing and/or evaluating and implementing electronic database programs that collect and track records of participation and other information in deaf sport initiatives
- Ability to prioritize initiatives while consulting with stakeholders
- Proven ability to communicate clearly and effectively
- Intermediate to advanced skills using a variety of computerized software packages, such as Microsoft Office (Word, Excel, PowerPoint, Access), Outlook and the Internet
- Shows initiative and has the ability to think critically and act logically to evaluate situations and generate required steps to ensure success
- Proven ability to solve problems and make critical decisions independently

### To How To Apply:

Applications may be submitted by e-mail ([info@bcdeafsports.bc.ca](mailto:info@bcdeafsports.bc.ca)) with a subject line of "Access Programming Coordinator application", no later than January 21, 2014. Or by mail with the following address information:

Attention: Leonor Johnson  
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