

Special Olympics Team Canada (SOTC) Selection, Evaluation Criteria & Team Composition



Interested in being part of Special Olympics Team Canada? Here's what you need to know about how to become a member of the team.

Special Olympics Canada (SOC) takes pride in the formalized approach we take for the selection and evaluation of SOTC members. This document provides an overview of the selection process and evaluation criteria that are used to ensure a fair and transparent process and how our teams have stacked up in three key pillars: gender representation, language skills and new vs. returning team members.



“Being a member of Special Olympics Team Canada is an experience unlike anything else. Not only do you get to play a small part in making sure the athletes are prepared to compete at their best, you have the opportunity to be a part of a team where everyone is supportive and working towards the common goal of ensuring a fantastic experience for all. To top it off, walking into the Opening Ceremony with the maple leaf on your back with your teammates knowing your hard work has come to fruition will be a moment you will never forget!”

Former SOTC Member

Building a World-Class Team

Athlete Selection

Athletes are selected by a Pan-Canadian Selection Committee based on the athlete's performance at National Games with the committee taking into consideration that a minimum of one (1) athlete per chapter is selected to the National Team.

Note: In the event where there is no National Games, an alternative form of advancement will be put in place.

Selection of Leadership Team, Mission Staff and Coaches

The Team Manager(s) and Communications Liaison(s) are appointed by the SOC Sport Department. All other SOTC positions are required to go through an application process in order to be considered for a role (as described by assigned quota for each Games by Special Olympics International (SOI)) on the team. The selection committees for the remaining roles are set up as follows:

- Chef de Mission: SOC Sport Department and one (1) volunteer member of the National Team Program Committee (NTP-C)
- Assistant Chef de Mission: SOC Sport Department, one (1) volunteer member of the NTP-C and the Chef de Mission
- Mission Staff, Head & Assistant Coaches and Alternates: NTP-C and SOTC Leadership Team
- Team Doctors: SOTC Leadership Team

Note: The Leadership Team is comprised of the Chef de Mission, Assistant Chef de Mission and Team Manager(s).

Selection of Training Coaches

The National Team Training Coaches are selected by each Provincial/Territorial Special Olympics Chapter to support the role of the National Team coaches and are responsible for facilitating, coordinating, managing and supervising the SOTC Training Squad training program.

Selection Process

Evaluation Criteria for Leadership, Mission Staff and Coach Positions

In addition to verifying that an applicant meets the eligibility criteria for a role on the team and has the required experience and skillset, the NTP-C also uses an evaluation framework to assess all applicants during the shortlisting and interview phases. Applicants receive a score on the following:

- Quality of the responses from the pre-interview questions (if applicable)
- Fluency in both official languages
- Communication and technology skills
- Enthusiasm and passion
- Leadership and management skills
- Understanding of the role on the team and the sport (if applying as a coach)
- Conflict resolution

Once selected, athletes, coaches and mission staff are named to the SOTC Training Squad and are required to abide by the terms outlined in their National Team Program (NTP) agreements. Training Squad members are officially named to Special Olympics Team Canada following the second team training camp a few months prior to Games.

Building a Team that Represents our Mission and Values

Team Composition: Mission Staff and Coaches

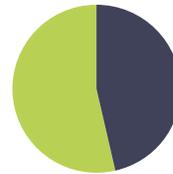
SOC strives to strike a balance with gender representation, new vs. returning team members and language skills on each team but achieving this is heavily dependent on the number of applications we receive and the applicants' experience and skillsets. The following charts show the data for the upcoming Special Olympic World Summer Games in Berlin and the last two Special Olympics Canada National Teams.



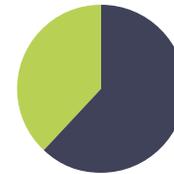
Note: This data includes head coaches, assistant coaches and sport specific mission staff. It does not include leadership team members, communications liaisons, team doctors, alternates or training coaches.

All interested and eligible coaches or mission staff are encouraged to apply for a position on the team and we hope we can grow our bilingual numbers and add more "rising stars" from the Chapters to future teams.

Gender Representation



2023 Team:
 ● Female: 13,
 ● Male: 15

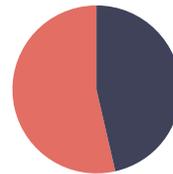


2022 Team:
 ● Female: 23,
 ● Male: 14

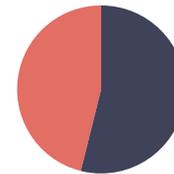


2021 Team:
 ● Female: 22,
 ● Male: 15

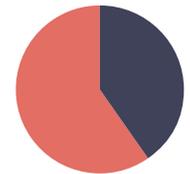
New (has never been a member of SOTC) vs. Returning (has been a member of SOTC at least once before)



2023 Team:
 ● New: 13,
 ● Returning: 15

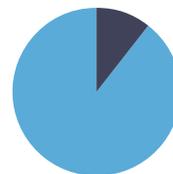


2022 Team:
 ● New: 20,
 ● Returning: 17

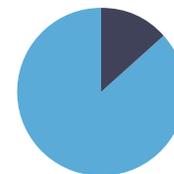


2021 Team:
 ● New: 15,
 ● Returning: 22

Bilingual (Fluent in French & English) vs. Unilingual (Only French or English)



2023 Team:
 ● Bilingual: 3,
 ● Unilingual: 25



2022 Team:
 ● Bilingual: 5,
 ● Unilingual: 32



2021 Team:
 ● Bilingual: 3,
 ● Unilingual: 34