



JOB DESCRIPTION

Field Hockey Canada

Director of Hockey Development

1. Organizational Scope and Responsibility

Working in collaboration with a variety of partners, Field Hockey Canada is the national sport governing body responsible for the development, growth and promotion of field hockey in Canada. Field Hockey Canada receives financial contributions from the federal government and other agencies, organizations, sponsors and donors, and is accountable for the disbursement and reporting of funds according to the contracted terms and conditions. Programs, activities and services are operated within the limitations established in an annual budget led by the CEO and approved by the Board of Directors. Field Hockey Canada staff is responsible to manage and administer the finances and provide administrative support for all Field Hockey Canada activity.

Within this scope, it is the responsibility of the Director of Hockey Development to work within the policies and procedures established by Field Hockey Canada.

2. Reporting and Responsibilities

Reporting to the Chief Executive Officer, the Director of Hockey Development is responsible for managing the long-term strategy and day-to-day activities surrounding the domestic development of field hockey across Canada. The Director of Hockey Development is the primary conduit to Provincial Sport Organizations and other national and international partner organizations involved with the development programs. This includes coach education, officials and umpire development, athlete pathways and domestic events.



Specific responsibilities include:

2.1 Coach Education: Serve as the lead on all domestic coach education activity, including but not limited to:

- Managing Field Hockey Canada access to the NCCP Locker and manage access rights for Provincial Sport Organizations.
- Represent Field Hockey Canada at coach leadership conferences and Provincial Sport Organization general meetings as requested.
- Attend monthly Coaches Association of Canada partner conference calls, with follow-up on action items as required.
- Develop and execute a strategy to communicate and educate the field hockey membership on the coach education pathway and requirements.
- Develop and execute a strategy to implement and deliver the NCCP provincially, while maintaining the national standard and consistency.
- Provide leadership and direction to the Provincial Sport Organizations around coach training and education, including current coach education materials.
- Provide leadership and direction to Master Coach Developers (MLFs / MEs).
- Serve as the main point of contact for Field Hockey Canada, working directly with the Coaches Association of Canada consultant.
- Track and manage a budget allocated by the Field Hockey Canada CEO.

2.2 Officials and Umpires: Serve as the staff leader on all items relating to officials and umpires including but not limited to:

- Sit on the Field Hockey Canada Officials Committee as the senior staff leader, assisting with administration within the committee and to external stakeholders (i.e. FIH, Pan American Hockey Federation).
- Develop and execute a longer-term national strategy to recruit and retain officials and umpires in Canada.
- Create a national officials and umpires pathway, and promote the



opportunities and requirements for Canadians.

- Identify international appointments and clinics for internationally recognized officials and umpires.
- Provide leadership and direction to Provincial Sport Organizations around officials and umpire training and education, including current education materials.
- Create and maintain an officials and umpire database.

2.3 Domestic Events: Serve as the senior staff lead to oversee the vision, development and execution of domestic and international events held within Canada, including but not limited to:

- Field Hockey Canada National Championships.
- Field Hockey Canada Hall of Fame events.
- Incoming international tours for Field Hockey Canada Senior and Junior national teams.

2.4 Athlete Pathway: Serve as a staff leader in establishing and maintaining a comprehensive member relationship and engagement strategy, including but not limited to:

- Activation of the defined Field Hockey Canada athlete pathway, working in collaboration with NextGen coaches.
- Provide leadership and direction to Provincial Sport Organizations around the delivery of the athlete pathway.
- Organize and lead regular meetings and conferences with Provincial Sport Organizations.
- Ensure the appropriate collection, stewardship and security of membership information and that membership data is appropriately utilized in the development and growth of Field Hockey Canada.



3. Qualifications

Skills / Background:

- Post-secondary degree in sport management or related field of study with a minimum of five years' experience in sport development.
- Experience working in a sports environment, having developed and activated development programs (i.e. coaching, officials, athletes), ideally in a Canadian context.
- Knowledge of the Canadian sport system and working with athletes, coaches, officials, senior staff and volunteer committees.
- Ability to work efficiently, constructively, and independently while managing tasks and time spent in a responsible and accountable manner.
- Excellent communicator, with exceptional written, oral, and interpersonal skills.
- Innovative thinker, with a track record for translating strategic thinking into action plans and deliverables.
- Willingness to travel and work flexible hours, including weekends, if required.
- Bilingualism is considered an asset (English/French)

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