

## **JOB POSTING**

### **Field Hockey Canada**

#### **High-Performance Director**



Field Hockey Canada (FHC) is the national sport governing body responsible for the development, growth and promotion of field hockey in Canada, in collaboration with a variety of partners. Among its responsibilities, FHC selects, prepares and promotes Canada's teams for international competitions including Continental Championships, World Championships, and major multi-sport games (e.g. Olympic Games and Commonwealth Games).

### **Job Purpose**

Under the direction of the Chief Executive Officer (CEO), the High Performance Director (HPD) is responsible for the leadership of high performance Field Hockey in Canada, relative to developing the program vision and strategies, overseeing the implementation, preparing plans and budgets, managing and developing talent, and partnering with numerous key stakeholders.

The HPD provides leadership and guidance to the high-performance coaching team and the NextGen program. The HPD acts as liaison with Own the Podium, Canadian Olympic Committee, Coaching Association of Canada and other national sport organizations, multi-sport and multi-games organizations and other related agencies and organizations. This position is based in Vancouver, British Columbia, and will involve travel across the Canada and internationally.

### **Qualifications**

- Qualified candidates will have University degree in kinesiology, physical education, sport management or sports science/business related discipline
- Strong sport technical background with an emphasis on team sport
- Knowledge of the Canadian sport system and trends in international sport will be considered an asset
- Excellent planning and evaluation skills
- Excellent inter-personal negotiation and communication skills
- Demonstrates an excellent understanding of IT with the ability to produce reports and documents and work in Microsoft Word, Excel and Outlook
- Proven ability in prioritizing workload to meet set deadlines
- Self-motivated with the ability to use initiative in problem solving
- Bilingualism an asset

## Experience

- Minimum 5 years' experience in high-performance leadership
- Proven experience of leading teams to success in a multi-disciplinary, cross-functional environment; delivering on strategic objectives & performance targets
- Experience collaborating with various performance partners is considered an asset
- Olympic medal winning experience considered an asset

If you believe you possess the appropriate experience and skill set for the position, please submit your resume along with a cover letter which outlines that includes the top 3 reasons why you are the ideal candidate for this position.

Applications are to be submitted electronically by Friday 6<sup>th</sup> January 2023 to Susan Ahrens, Chief Executive Officer at [sahrens@fieldhockey.ca](mailto:sahrens@fieldhockey.ca)

FHC is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability.

We appreciate your interest, however, only the shortlisted applicants will be contacted.

## High Performance Director - Job Profile

### 1. National Team Programs

- Development and delivery of the high-performance plan
- Ongoing monitoring and review of the objectives in the high-performance plan
- AAP carding criteria and selection criteria for the national team and major games
- Develop athlete monitoring system
- Staff selection for major games, international competitions and training camps
- Develop and manage IST programs
- Oversee training group operations
- Study and analyze international trends and developments in hockey
- Provide overall team leadership

### 2. High Performance System

Lead and direct the NextGen program to ensure the NG Director is supported in the delivery of:

- Implement a seamless athlete development pathway to ensure NextGen excellence
- Communicate the vision and goals of the HP program to internal stakeholders
- Provide leadership and technical expertise to high performance program stakeholders
- Create and implement talent ID and recruitment strategies
- Review and analyze technical program performance and provide results to CEO and partners
- Review as required and implement the FHC GMP and Podium Pathway

### 3. Partnerships and Relationships

- Prepare annual operating plans and other reports as required to partners and funding agencies
- Serve as a FHC representative on matters related to high performance with Sport Canada (SC), the Canadian Olympic Committee (COC) and Own the Podium (OTP).
- Identify, prioritize and direct FHC's research and innovation program focused on athlete/team performance

### 4. Key Responsibilities

- **Building and Optimizing Partnerships and Relationships.** Represent the sport, liaise, manage relationships, and collaborate with various key stakeholders; OTP; the Coaching Association of Canada; the COC and other agencies with respect to National Team activities and programs

- **Fostering a Culture of Excellence.** Lead the development of the high-performance program vision, goals and strategies. Build and evolve a culture of performance excellence that enables achievement of outcomes for athletes, coaches, support staff and the FHC organization.
- **Develop a High Performance System.** Oversee the development of and implementation of programs and systems to ensure sustainable excellence. Direct and manage integrated performance science strategy and budgets to enhance athlete performance including planning, delivery, evaluation, development, monitoring and research in medicine, science and other related services.
- **Design a High Performance Program.** Create annual and multi-year plans for all high performance program activities. Preparing the annual and quadrennial budgets and determining the accountability for funds with respect to all high performance programs.
- **Instilling Safe Sport Values.** Build and maintain an environment where everyone can thrive by promoting physical, psychological, and social wellbeing through adherence of safe sport principles
- **Leading Performance.** Develop strategic long-term high-performance plans and implement programs and systems that are designed to sustain and improve the excellence of athletes and coaches to ensure sustained success at the Olympic level.
- **Managing and Developing Talent.** Devise and implement talent identification and recruitment strategies. Oversee all high performance and national team coaching and technical staff; develop performance targets and evaluate the staff; determine gaps, professional development needs and continued learning opportunities. Develop an ongoing succession plan for key positions.

## 5. Behavioral Competencies

- **Builds Effective Teams & Engagement.** Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals that creates a climate where people are motivated to do their best.
- **Collaborates.** Building partnerships and working collaboratively with others to meet shared objectives.
- **Communicate Effectively.** Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
- **Courage.** Taking initiative to address difficult issues, saying what needs to be said even when fearful of doing so.
- **Decision Quality.** Making informed, ethical, and timely decisions.
- **Demonstrates Self-Awareness.** Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses. Be able to use this insight to develop and grow.
- **Ensures Accountability.** Holding self and others accountable to meet commitments.
- **Inspires Vision.** Painting a compelling picture of the vision and strategy that motivates other to action.
- **Manages Conflict.** Handling difficult people situations and leaning into different perspectives to identify and implement effective solutions.

- **Plans and Aligns.** Planning, collaborating and prioritizing work to meet commitments aligned with organizational goals.
- **Sets Standards.** Establishing clear guidelines and cultural expectations around High Performance strategy.
- **Strategic Mindset.** Seeing ahead to future possibilities and translating them into breakthrough strategies.
- **Trust and Integrity.** Gaining the confidence and respect of others through honesty, consistency, and authenticity.

## 6. Sport Knowledge and Skills

- **Administration.** Developing clear and concise policies and protocols for the implementation of program plans including, but not limited to, program decision making processes, responsibilities and performance expectations
- **Evaluation.** Assess the overall high performance strategy, program coaches/staff, athletes and overall performance including gap analysis tracking against identified metrics and indicators.
- **Financial Acumen.** Determining the budget and control accountability for all funds with respect to the program plan. Prepare annual operating reports, annual applications for financial assistance and other reports as required by all funding agencies and stakeholders.
- **High Performance Program Leadership.** Leading teams to success in a multi-disciplinary, cross-functional environment; delivering on strategic objectives & performance targets; setting performance and behavioral standards for the high-performance program.
- **High Performance Sports Insight.** Superior understanding of strategic high performance sport system planning, implementation, monitoring, and evaluation in Olympic Sports at the national & international level.
- **Operational Insight.** Effective management of high performance people, program, facilities and equipment.
- **Optimizing Talent.** Developing, inspiring, and engaging a strong team of national coaches and high performance staff. Provide mentoring and facilitate development opportunities and continued learning.
- **Performance Science Integration.** Implementing integrated performance science services and resources through nationally and regionally driven performance science teams with the purpose of enhancing athlete performance.
- **Technical and Tactical Communication.** Developing strategies & proposals, defining requirements, preparing reports and various types of documents, and delivering presentations.