



FIELD HOCKEY CANADA

Job Opportunity: Head Coach – Women's National Team

Organizational Scope and Responsibility

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

FHC 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 Chief Executive Officer (CEO) and approved by the Board of Directors. FHC 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 Women's National Team Head Coach to work within the policies and procedures established by FHC. FHC's MNT Head Coach will be a proven leader with the ability to lead the Women's national team and Women's program.

We are seeking a Head Coach for the Canadian Women's National Field Hockey team. Reporting to the Chief Executive Officer, and working in collaboration with senior staff, the Head Coach is responsible for all aspects of performance of the Women's national team, including the design, content and implementation of a comprehensive competition, training and monitoring program for the Women's National program.

Reporting & Scope

It is more than a coach we are looking for. We are seeking a leader with strong culture, performance and who relishes working in complex environments. Our new MNT HC will be working as part of a leadership team delivering a parallel path of transformational domestic system change towards long term, sustainable Canadian performance on the world stage while delivering high performance national team program to deliver results towards LA 2028 and beyond to Brisbane 2032.

It is understood that the work of the Head Coach will require alignment with other roles within the organization and field hockey community. The Head Coach will collaborate as required to ensure alignment and conditions for success are in place across all initiatives.

On an annual basis the Head Coach will undergo an annual performance review. The review will be measured against the success in activating and delivering the responsibilities as outlined.

Responsibilities

The Head Coach is responsible for the technical and tactical preparation of the Women's national team towards the objective of podium performances. Specifically, this involves the delivery of all vital elements of an annual and quadrennial plan. In shaping the overall program plan to drive a culture of excellence, the



Head Coach is responsible for the implementation of competition, policy, training and athlete monitoring plans; athlete selection and managing the necessary support personnel to deliver on the plan.

Working as part of a leadership team, specific responsibilities of the Head Coach include:

Athlete Preparations and Competition:

- Coach and prepare the Women's national team;
- Travel to domestic and international competitions including camps and competitions throughout the year;
- Plan, implement and monitor athlete training and preparation for competition for athletes both in Canada and abroad;
- Manage relevant data to ensure high performance standards are met;

Program Planning and Management:

- Design, implement and monitor yearly training plans, aligned with the quadrennial plan;
- Complete post event and annual competition reviews including Winning Style of Play assessment and gap analysis to assess program progression.
- Create Individual Player Plans and performance feedback loops.
- Lead Government of Canada Athlete Assistance Program (AAP) annual nomination process and provide ongoing monitoring in line with AAP Policies.
- Work as part of a leadership team to recruit and manage the technical personnel to deliver the plans;
- Identify competitions and tours, documenting the performance and metrics of athletes and team as part of the ongoing analysis and post-tour debriefs;
- Lead, monitor and manage the domestic training environment, establishing sport science and medical elements to support the training and individual athletes;
- Provide oversight of the support personnel and coaches involved with the preparation of athletes and teams, affiliated with the high-performance strategy;
- In conjunction with the Operations Manager, manage the Women's national team annual budget and work within the allowances provided by the CEO as approved by the FHC Board of Directors.

Program Outreach:

- Communicate when appropriate with the Women's Athlete Director and Field Hockey Canada staff on a regular basis;



- Present when appropriate to the FHC Board of Directors;
- Develop presentations for stakeholders, including Own The Podium, FHC AGM, and potential funding agents.
- Build capacity for enhanced programming by collaborating with MNT coaches across the country, and especially those involved with junior development and “NextGen” pathway programs;
- Build capacity for enhanced programming by collaborating with sport science and medical personnel across the country, and especially those involved with junior development and “NextGen” pathway programs.

System Leadership and Pathway Alignment

The Head Coach will play a central leadership role in aligning the Women’s National Team program with Field Hockey Canada’s broader high-performance strategy and athlete pathway. Working collaboratively with staff, coaches, provinces, clubs, athletes and performance partners, the Head Coach will contribute to the development of an integrated national performance system that supports sustainable international success.

- Lead the alignment of the Women’s National Team program with Field Hockey Canada’s long-term athlete and coach development strategies;
- Contribute to the design, implementation and continuous improvement of the national camp-based athlete development pathway;
- Establish and communicate a clear national playing philosophy, performance framework and athlete development standards across all levels of the Women’s pathway;
- Work collaboratively with provincial organizations, clubs, university programs and pathway coaches to improve athlete identification, development and transition into national team environments;
- Support the development of a connected national coaching community by providing leadership, mentorship and knowledge-sharing opportunities across the performance pathway;
- Utilize national camps as key environments for athlete assessment, development, education and selection while ensuring consistency of standards across all pathway activities;
- Support the integration of sport science, medicine, performance analytics and athlete wellbeing services throughout the pathway, not solely within the senior national team environment;
- Contribute to succession planning and depth-building strategies to ensure sustainable athlete and coach development beyond a single Olympic cycle;
- Foster a culture of collaboration, accountability and continuous improvement across the national performance system;
- Act as an ambassador for the vision and direction of Canadian Women’s high-performance field hockey, building alignment and engagement among key stakeholders and partners;



Qualifications

Skills / Background:

- Evidence of world-class coach experience, ideally with a successful track record of coaching at the international level;
- Proof of the ability to work effectively within a team, possessing excellent planning, interpersonal, management and organizational skills, with the ability to collaborate with and inspire others;
- Strong engagement and communication skills;
- Experience integrating medical, sport science and technology support within a team environment;
- Innovative approach to coaching with an appreciation of past success and the ability to draw knowledge from other sports or fields to achieve excellence;
- Evidence of commitment to developing effective partnerships to support the national program's mission.

The successful candidate will have a demonstrated commitment to coach education throughout their career. Evidence of having completed, or being in the process of imminently completing, coach certification at the highest national level is required. An academic degree(s) is considered an asset.

Other Details

This is a full-time position and will involve domestic and international travel. In Canada, the main base will be in British Columbia in the lower mainland area of Vancouver / Richmond / Surrey.

This position involves building close working relationships with external stakeholders including, other international hockey federations, the Government of Canada Own the Podium and Canadian Olympic Committee staff. It also involves working closely as part of FHC's pathway and national team staff group as well as local stakeholders.

If you have a passion for working with athletes and collaborating with a variety of stakeholders and believe you possess the appropriate experience and skill set for the position, please submit your resume and covering letter which includes salary expectations. Applications are to be submitted electronically by Friday, July 31 to: Susan Ahrens, CEO at sahrens@fieldhockey.ca

Field Hockey Canada is committed to employment equity and encourages applications from all qualified candidates. In addition, Field Hockey Canada is committed to providing accommodation for people with disabilities. If you require accommodation, we will work with you to meet your needs.

We appreciate your interest, however, only those applicants who are selected for an interview will be contacted.