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## 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. Among its responsibilities and in collaboration with a variety of partners, FHC selects, prepares and promotes Canada's teams towards the goal of delivering sustained podium performances in international competitions including FIH World League, Continental Championships, World Championships, and major multi-sport games (e.g. Olympic Games and Commonwealth Games).

Responsible to the Chief Executive Officer (CEO), the High Performance Director (HPD) is the Senior Technical Leader for FHC and has central accountability for the planning, delivery and success of the high-performance programs, including annual and quadrennial plans. The HPD is responsible for establishing clear performance objectives, building the required performance culture, monitoring and reporting of associated metrics for measuring program progression.

The HPD is responsible for overseeing and managing the National Coaching staff, associated program budgets, and other general areas pertaining to the development of the program including the NextGen program and overall system building initiatives. Administrative accountabilities include all aspects of high performance management for Major Games and the creation and implementation of appropriate HP policies such as Selection Policy & Criteria and the Athlete Assistance Program (AAP Carding).

Additional responsibilities include leadership for athlete and coach development in the areas of Podium Pathway (e.g. Gold Medal Profile, Podium Results Track), Athlete Development Matrix, Professional Development, and Research & Innovation projects.

The HPD acts as liaison with performance stakeholders such as Sport Canada, Own the Podium and the Canadian Olympic Committee. The position also acts as liaison with the Coaching Association of Canada and other national sport organizations, multi-sport and multi-games organizations and other related agencies and organizations.

This position is ideally based in Vancouver, British Columbia, and will involve extensive travel across Canada and internationally.



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## QUALIFICATIONS

- Strong sport technical background with an emphasis on the team sport environment, and specifically Field Hockey, with a proven track record around building winning teams at the international level (World Cup, Olympics).
- Good knowledge of the Canadian sport system and key trends in international high performance sport
- Minimum 5 years' experience at high-performance leadership, including Olympic Games and World Championship experience - Olympic podium performance considered an asset
- Demonstrated experience in all aspects of Sport Science & Medicine with past experience leading subject matter experts and integrated support teams.
- Excellent planning, monitoring, and evaluation skills coupled with experience in the development of global competitive gap analysis;
- Excellent inter-personal, negotiation, collaboration and communication characteristics, coupled with strong decision making & presentation abilities
- Demonstrates strong financial acumen including budget development and oversight.
- Proven ability in prioritizing workload to meet set deadlines, and with the ability to work across multiple software & application domains.
- Self-motivated with the ability to use initiative in problem solving;
- Experience in presenting to and working with OTP considered an asset;
- Olympic medal winning experience is considered an asset.
- Education in Coaching, Sport, Business, or equivalent Management domains considered an asset
- Bilingualism is 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 includes the top 3 reasons why you believe you are the ideal candidate for this position.

Applications are to be submitted electronically by Monday 27th July, 2020 to:  
Susan Ahrens, Chief Executive Officer at [sahrens@fieldhockey.ca](mailto:sahrens@fieldhockey.ca)

FHC is committed to employment equity and encourages applications from all qualified candidates. In addition, FHC 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 the shortlisted applicants will be contacted.



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## **JOB PROFILE**

### **HIGH PERFORMANCE DIRECTOR**



#### **Key responsibilities include but are not limited to:**

##### **1. National Team Programs**

- Develop and deliver the high performance (HP) plan
- Monitor and review the objectives in the HP plan on an ongoing basis
- Oversee the AAP carding criteria and selection criteria for the national team and major games
- Develop athlete monitoring system
- Staff selection to best underpin team requirements and performance objectives for major games, international competitions and training camps
- Providing oversight to and working with the Integrated Services and Technology lead to deliver sport science and medicine services into programs
- Manage all national team programs, inclusive of NextGen and Indoor
- Study and analyze international trends and developments in field hockey
- Provide team leadership

##### **2. High Performance (HP) System**

- Lead and direct the NextGen program
- 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 HP program stakeholders
- Create and implement talent identification and recruitment strategies
- Review and analyze technical program performance and provide results to CEO and partners
- Review as required and implement the FHC Gold Medal Profile and Podium Pathway
- Develop a recruitment and education strategy for field hockey coaches at the provincial and national level

##### **3. Partnerships and Relationships**

- Prepare annual operating plans and other reports as required to partners and funding agencies
- Work collaboratively with Provincial Sports Organizations (PSOs) related to their HP systems
- Serve as an FHC representative on matters related to HP with Sports Canada, Canadian Olympic Committee and Own The Podium
- Identify, prioritize and direct FHC's research and innovation program focused on athlete/team performance



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## **JOB PROFILE**

### **HIGH PERFORMANCE DIRECTOR**



#### **4. Personnel Management**

- Develop and lead the implementation of the FHC HP Plan with staff and ensure ongoing follow up on key performance metrics
- Manage FHC coaches including goal setting, professional development and ongoing supervision
- Conduct bi-annual performance reviews of coaches and staff
- Provide direction and support to NextGen program coaches and staff
- Contribute to succession planning
- Assess and challenge coaching staff on day to day practice and decision making
- Provide a non-judgmental “sounding board” to coaches on program direction and performance

#### **Leadership Expectations:**

##### **1. Continuous Improvement Focus / Passion for Excellence**

Strong desire to excel at whatever task is at hand, seeking to achieve high levels of professionalism, customer service and quality standards. Actively co-operates to accommodate and implement change initiatives. Identifies opportunities for improvement and constructively challenges traditional assumptions and methods. Encourages others to be creative and innovative.

##### **2. Communication**

Communicates ideas and information effectively, using direct and indirect communication methods to ascertain information. Challenges opinions in a positive and respectful manner. Maintains a positive and confident manner when communicating with others with understanding and acceptance.

##### **3. Achieving Results / Team Leadership**

Focuses on priorities and remains positive when under pressure. Generates enthusiasm and confidence and has a common purpose. The HPD may have sole responsibility for a key function of projects and is expected to maintain the momentum of their work even under challenging circumstances.

##### **4. Problem Solving**

Quick to respond to problems and devise solutions which achieve objectives, making timely decisions and guiding actions in the context of the bigger picture.

