

# High Performance Director – Curling Canada



## Curling Canada

Curling Canada is the National Sport Organization (NSO) for Curling in Canada and is curling's national governing body. Curling is a beloved sport in Canada, part of our national culture, and Canadian curlers have been dominant on the World Champion, Olympic, and Paralympic podium for many years. The world has embraced curling and it is a quickly growing sport. We have before us an incredible opportunity for a candidate who wishes to lead curling into its next generation of distinction on the national and international stage.

Curling Canada's Vision: Curling Canada is to be the leading expert and growth engine for curling excellence in Canada. Our vision is to inspire and lead all Canadians, from playground to podium, to make curling a part of their lives in the way they enjoy it most by fostering an environment and system that allows them to achieve their personal goals.

High Performance and International Podium results are a pillar in Curling Canada's strategic plan, and we intend to continue to invest to ensure that Canada is always an international podium threat in any of the curling disciplines that are played at World Championships, Continental Championships, as well as at the Olympic and Paralympic Winter Games including Men's and Women's four person curling, Mixed Doubles curling, Wheelchair four person curling, and Wheelchair Mixed Doubles curling.

Curling Canada is also responsible for the next generation of curlers and ensuring that Team Canada delivers at the World Juniors, the Youth Olympic Games, FISU Winter Games and other international competitions. The HPD also ensures that other international championships such as the seniors or mixed championship have appropriate support and resources.

At Curling Canada, we constantly strive for organizational excellence by committing to high performance and growth of curling. We are also committed to our role as part of a larger sport system as an NSO that allows individuals and teams to achieve their goals and dreams while upholding the values of Curling Canada. These values include; inclusivity through curling, excellence in performance, authenticity in stakeholder engagement, fairness in play, personal growth and genuine enjoyment.

# High Performance Director – Curling Canada



The organization serves many important functions, including:

- governing all aspects of curling within Canada;
- managing the high performance programs;
- selecting and managing the national teams;
- implementing national initiatives to develop and promote curling;
- sanctioning national level competitions and tournaments;
- providing professional development for coaches and officials in curling;
- proposing and supporting bids for international competitions in Canada.

## Job Purpose

Under the direction of the Chief Executive Officer (CEO), the High Performance Director is responsible for the leadership of high performance curling 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.

## Responsibilities

### **BUILDING & OPTIMIZING PARTNERSHIPS**

The High Performance Director will represent the sport, liaise, manage relationships, and collaborate with various key stakeholders including; High Performance and Next Generation athletes, Own the Podium; the Coaching Association of Canada; the Canadian Olympic and Paralympic Committees, the COPSIN Network; the Canadian Centre for Ethics in Sport 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 National Sporting 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 SYSTEM**

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.

# High Performance Director – Curling Canada



## **MANAGING & 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. Collaborative and willing to engage with athletes.

## **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 and Paralympic level.

## **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.

## **Sports Knowledge & 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. Clearly understands the practices and policies around delivering sport safely and effectively.

**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. Also understands the socio-political climate in which sport is administered in Canada. A track record of successful High Performance Sport background/insight

**Operational Insight** - Effective management of high-performance people, program, facilities, and equipment.

# High Performance Director – Curling Canada



**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 & Tactical Communication** – Developing strategies & proposals, defining requirements, preparing reports and various types of documents, and delivering presentations.

**Curling Experience** – Preferred but not required.

## Education

Qualified candidates will have University degree in kinesiology, physical education, sport management or sports science / business related discipline.

## Experience

- 10+ years progressive experience in high performance sport, including demonstrated success at senior level and relevant World Championship, Olympic and/or Paralympic Games experience.
- Proven experience of leading teams to success in a multi-disciplinary, cross-functional environment; delivering on strategic objectives & performance targets.

## Conditions

- Travel will be required and reasonable access to athletes and staff will be expected.
- Candidates must be eligible to work in Canada.

## How to Apply

To receive consideration for this position, email a detailed resume and cover letter addressing how your experience supports the requirements of the position to Omid Kahriz, Executive Director Corporate Services, [omid.kahriz@curling.ca](mailto:omid.kahriz@curling.ca) by **November 18, 2022 at 5:00 PM Eastern**. The position will remain open until filled.

We thank all applicants for their interest; however, only those selected for interviews will be contacted.

*Curling Canada 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.*

# High Performance Director – Curling Canada



## 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.

### **Conflict Management**

Handling difficult people situations and leaning into different perspectives to identify and implement effective solutions.

### **Communicates Effectively**

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

### **Plans & Aligns**

Planning, collaborating and prioritizing work to meet commitments aligned with organizational goals.

### **Strategic Mindset**

Seeing ahead to future possibilities and translating them into breakthrough strategies.

### **Curiosity**

Is passionate about continuous improvement and willing to consider or incorporate suggestions and ideas into their thinking.

### **Inspires Vision**

Painting a compelling picture of the vision and strategy that motivates other to action.

### **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.

### **Courage**

Taking initiative to address difficult issues, saying what needs to be said even when fearful of doing so.

### **Collaboration**

Building partnerships and working collaboratively with others to meet shared objectives. Understands the political climate of the federated model of curling and the sport system in which curling exists.

### **Ensures Accountability**

Holding self and others accountable to meet commitments.

### **Decision Quality**

Making informed, ethical, and timely decisions.

### **Sets Standards**

Establishing clear guidelines and cultural expectations around High Performance strategy.

### **Trust & Integrity**

Gaining the confidence and respect of others through honesty, consistency, and authenticity.