



POSITION High Performance Director, Canada Ski Cross

JOB PURPOSE

Canada Ski Cross (CSX) is looking for a passionate leader to fill the role of High Performance Director. This individual will lead and oversee the entire Ski Cross high-performance system. Additionally, this individual will work with other ACA disciplines & departments to ensure the development pathway for ski cross athletes, coaches & officials is in place.

Type: Full Time

Reports to: CEO, Alpine Canada

Location: Calgary, AB

Travel Requirements: This position requires extensive domestic & international travel

CORE RESPONSIBILITIES:

Leadership, Development, Planning, Management & Evaluation

- Oversee all aspects of Canada Ski Cross including World Cup, Next Gen & domestic programming
- Manage the program's budget and expense reporting activities
- Lead the HP plan through development and implementation (with 2022 quad as a priority)
 - Ensure the high-performance plan is created and implemented in line with budget allocations provided by ACA
- Contribute to the development of ACA strategic plan & ensure CSX has a long term high performance plan that enables the sustained success of our team and teams at the World Cup and World Championships
- Lead the annual OTP report process to secure necessary funding for the following year and Olympic quad

Team & Staff Management

- Manage and monitor all national team programs (A, B, C & D teams)
 - Provide, manage & maintain a world class high performance culture and daily training environment for athlete within the national team programs
- Develop clear and fair team selection policies that will ensure continued success on the world stage
 - Ensure the communication and consistent adherence to these policies
 - Ensure appropriate feedback is provided to athletes on an ongoing basis (in partnership with head coaching staff)
- Oversee & manage CSX staffing, including full-time staff & contractors
 - Ensure that all staff responsibilities, authorities and accountabilities are clearly defined, understood, carries out and evaluated.

- Provide ongoing performance feedback to national team coaches both informally and formally (annual performance debrief).
- Identify and oversee the implementation of on-going professional development for all full-time CSX staff
- Monitor and lead ongoing staff succession planning for all CSX positions

Stakeholder Management

- Act as CSX's representative and manage relationships, programs and processes with government & high-performance partners, including but not limited to OTP, Sport Canada, COC, CSI, FIS.
- Continuously seek additional funding sources for the further development of our high-performance programs
- Act as liaison with all relevant committees of ACA's Board of Directors
- Maintain and build relationships with key individuals to benefit current & long-term programming:
 - International partners for training venues
 - Canadian resorts for domestic training venues & race locations

Sport Development

- In conjunction with the Sport Development Manager, provide leadership in:
 - The development of provincial and club ski cross programs, events, clubs etc.
 - The development of training venues within Canada
 - Domestic calendaring of events
- In conjunction with ACA's domestic department & PSO leaders, provide leadership in:
 - Coach education
 - Officials education
 - LTAD
 - Gold Medal Profile & Podium Pathway
 - Athlete & coach recruitment/retention
- Develop and lead research & innovation projects with assistance from CSX staff & stakeholders

QUALIFICATIONS:

Education:

- Bachelor Degree, ideally with a specialty in Sport Management, Business Administration or a related degree
- Other education combined with high-level sport management experience will also be considered

Experience:

- Minimum 10 years of progressively responsible management experience, preferably within the sport system at the provincial, national or international levels.
- Extensive experience in and knowledge of sport at a domestic and international level
- Experience and knowledge of the sport of ski cross, as well as already established relationships within the sport would be considered an asset

Knowledge & Skills:

- Knowledge of the Canadian sport system (including funding programs)
- Strong consultative, facilitation & decision-making skills

- Strong interpersonal skills
- Ability to plan, design, implement & manage programs
- Demonstrates passion & enthusiasm, and can motivate, lead and empower others to achieve shared goals
- Strong people management skills with experience leading, coaching and mentoring staff
- Ability to prepare & manage budgets
- Ability to analyze financial records and prepare reports
- Strong business writing, presentation & verbal communication skills in English
- Ability to speak & write in French and/or German considered an asset

HOW TO APPLY

Please send your cover letter and resume to info@alpinecanada.org – no phone calls please. We thank all applicants in advance for their interest; however only those selected for an interview will be contacted.

ABOUT ALPINE CANADA

Alpine Canada is the governing body for alpine, para-alpine and ski cross racing in Canada, as well as for Canadian ski coaches, providing education, certification, insurance and compliance with the coaching code of conduct. With the support of valued corporate partners, along with the Government of Canada, Own the Podium, the Canadian Olympic Committee and the Coaching Association of Canada, Alpine Canada develops Olympic, Paralympic, World Championship and World Cup athletes to stimulate visibility, inspiration and growth in the ski community.

CONTACT INFORMATION

Alpine Canada Alpin
Suite 302, 151 Canada Olympic Road S.W
Canada Olympic Park
Calgary AB T3B 6B7