



Employment Opportunity

Position: Wheelchair Rugby Canada (WRC) is currently seeking a qualified individual to fill the position of High Performance Director (HPD).

Summary: Responsible to the CEO, the High Performance Director (HPD) is the Senior Technical Staff Person for WRC. The HPD is responsible for the planning and delivery of the high performance program and other areas pertaining to the sport that may include athlete, coach and officials development. 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 Paralympic Committee, Coaching Association of Canada and other national sport organizations, multi-sport and multi-games organizations and other related agencies and organizations.

Job Profile:

KEY RESULTS AREAS

National Team Program

- 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 IST programs
- Manage training groups
- Study and analyze international trends and developments in wheelchair rugby
- Provide team leadership

High Performance 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 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 wheelchair rugby GMP and Podium Pathway
- Develop a recruitment and education strategy for wheelchair rugby coaches at the provincial and national level

Partnerships and Relationships

- Prepare annual operating plans and other reports as required to partners and funding agencies
- Work collaboratively with PSOs related to their high performance systems
- Serve as a WRC representative on matters related to high performance with SC, CPC and OTP
- Identify, prioritize and direct WRC's research and innovation program focused on athlete/team performance

Personnel Management

- Lead the implementation of the WRC HP Plan with staff and ensure ongoing follow up on key performance metrics
- Manage WRC 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-judgemental "sounding board" to coaches on program direction and performance

LEADERSHIP BEHAVIOURS

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.

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.

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.

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.

TECHNICAL SKILLS & EXPERIENCE

- Strong sport technical background with an emphasis on team sport
- Good knowledge of the Canadian sport system and trends in international sport
- 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

Qualified candidates are asked to submit a current resume, including references, NOT LATER THAN JANUARY 6, 2020 to:

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