



CLIMBING ESCALADE CANADA

HIGH PERFORMANCE COORDINATOR

Job Posting

Climbing Escalade Canada (CEC) is the National Sport Organization for competition climbing in Canada and the leader in the national promotion and development of the sport in . We strive to enable athletes to achieve their high-performance potential in an ethical, equitable and equal competition environment. Every day, we endeavor to live our values of athlete centredness, inclusion, community, transparency, pursuit of excellence, and integrity.

CEC is primarily responsible for the selection, development, and support of national team athletes who will represent Canada at international competitions including the Olympic Games, Youth Olympic Games, Pan-American Games, IFSC World Championships, IFSC World Cups, and IFSC Youth events. To do so, it organizes national competitions and maintains an athlete-centred High Performance Program (“HPP”) aimed at helping Canada’s top climbers achieve global success.

Following a Strategic Review of the HPP concluded in early 2024, CEC is looking to hire a full-time High Performance Coordinator to lead the HPP and spearhead the implementation of the recommendations included in the Strategic Review.

EMPLOYMENT TYPE:

Type of Position:	Full-time position reporting directly to the Executive Director
Term and starting date:	Ongoing employee contract starting as early as June 1, 2024
Hours of Work:	Regular hours of work are 37.5 hours per week, namely Monday to Friday, 7.5 hours a day and 5 days a week. However, the demands of this position will require hours of work to vary to meet the objectives of the employment (evenings and weekends)
Location:	Preferred location is Ottawa, ON. However, location is flexible.
All Applicants:	Must be legally entitled to work in Canada

Climbing Escalade Canada is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. We welcome and encourage applications from First Nations, Metis and Inuit peoples, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQIA+. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, color, ethnic origin, creed, sex, sexual orientation, age, marital status, family status or disability or any other protected ground of discrimination.

As a condition of employment, the successful candidate will be required to undergo a successful background check.

KEY RESPONSIBILITIES

Administration

- Manage the high performance program. Tasks include, but are not limited to:
 - coordination of athlete selection and ranking

- management of athlete compliance with regulatory bodies (e.g. IFSC licensing, safe sport, CSI registration, Anti-Doping, RED-S, etc.)
- Host regular meetings with HP program and athletes
- Coordinate HP website and social media responsibilities
- Coordinate with national sports partners (e.g. Own the Podium and the COC)
- Oversee athlete funding system
- Lead, manage and coordinate the mandate of the Performance Advisory Group (PAG), the HP Selection Committee (HPSC), and the National Ranking Working Group (NRWG)

High Performance Governance

- In collaboration with the Board of Directors and the Executive Director, develop a vision, mandate, and values for the high performance program, and execute this vision throughout the HP Frameworks
- Be the leader and champion of the High Performance Program
- In collaboration with the HP Selection Committee, and in concordance with HP annual budget, develop HPP annual Schedules and Budgets

HP Athlete Development Pathway

- Develop and implement a HP Athlete Development Pathway. Tasks include, but are not limited to:
 - develop and implement a Next Gen program
 - establish performance benchmarks and develop Gold Medal Profile
 - develop and implement framework required by Own the Podium
 - establish athlete monitoring program and systems
- Hosting competitions and training camps
- Coordinate all aspects of the CEC Youth National Team for annual Youth World Championships, Pan American Youth Championships, and other suitable major international youth competition
- Other tasks as assigned by the Executive Director

DESIRED SKILLS, KNOWLEDGE & ABILITIES:

- Post-secondary degree or diploma in sport administration, sport science, event management, marketing, hospitality, or a related field.
- 2-3 years or more of progressive high performance experience, or a combination of educational and professional experience in a related capacity.
- Strong working knowledge of software applications – Microsoft Office (Word, Excel, Power Point), Adobe Photoshop or InDesign is considered an asset.
- Exemplary organizational and time management skills with strong attention to detail
- Ability to work and thrive in a fast-paced and changing environment, both as a team member and autonomously, with minimal supervision.
- Sound judgment, problem-solving skills and the ability to take initiative.
- Ability to see the sport from a national lens, be aware of personal bias and act in the best interest of all CEC stakeholders.
- Positive and professional attitude when dealing with team members, partners and the public.
- Bilingualism in English/French is considered a strong asset.
- Knowledge of the sport of climbing, its history and competition environment is considered a strong asset.

APPLICATION:

This position has been made possible in part by the Government of Canada.

Deadline for application is March 31, 2024. Interested candidates should apply by email with a resume and a cover letter to:

Christiane Marceau,
Executive Director of Climbing Escalade Canada
info@climbingcanada.ca

We thank all applicants for their interest, however, only those being considered will be contacted.