



CLIMBING ESCALADE CANADA

**HIGH PERFORMANCE DIRECTOR
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 Canada. 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 and Paralympic 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 National Team Program (NTP) aimed at helping Canada's top climbers achieve global success.

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.

EMPLOYMENT TYPE:

Title	High Performance Director (HPD)
Type of Position:	Full-time position reporting directly to the Executive Director
Term and starting date:	Ongoing employee contract starting January, 2025
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:	The location of the role will be dependent on the successful candidate however extensive travel, both domestically and internationally, is required.
All Applicants:	Must be legally entitled to work in Canada
Compensation	Salary of \$70,000 to \$78,000 per year, based on qualifications and experience.

KEY RESPONSIBILITIES

High Performance Programs & Pathway Leadership

- In collaboration with the Executive Director, develop comprehensive high performance plans that align with CEC's Strategic Plan and establish the pathway to achieving elite international success.
- Establish and apply selection philosophies and criteria for IFSC Events and Major Games competitions that align with CEC's performance pathway and long-term athlete development principles.
- Lead and manage a world-class CEC High Performance department that delivers quality performance environments to CEC athletes, coaches and support staff.
- Lead, manage and coordinate the mandate of the Performance Advisory Group (PAG), the HP Selection Committee (HPSC), and the National Ranking Working Group (NRWG)
- Develop and incorporate a Performance Sciences strategy, inclusive of an Integrated Wellness Plan (IWP) into CEC's High Performance Plan that delivers consistent, effective and progressive support services to athletes.
- Engage regularly with the Provincial and Territorial Sport Organization (PTSO) technical leads to support the progression and transition of athletes and coaches through the performance pathway.
- Oversee, plan and monitor all High Performance financial budgets in close liaison with the Executive Director.
- Design and deliver a comprehensive evaluation of the High Performance Program inclusive of performance results tracking, debriefs, and staff performance evaluations.

National Team Program & Performance Environment Management

- Lead the selection, oversight and monitoring of all CEC's National Teams and Squads.
- Review and approve, in collaboration with CEC or personal coaches, individual performance and competition plans for all National Teams and Squads, as well as other identified athletes in the high performance pathway.
- Identify, recruit and deploy coaches and subject-matter experts that support the development and performances of the National Teams and Squad athletes.
- In collaboration with the ED, establish international, national and regional performance environments for daily training and camp activities.
- Establish and deliver annual HP Competition and training camp that provides quality environments for National Teams and Squad athletes, other identified athletes in the high performance pathway, setters and coaches.
- Oversee, monitor and evaluate the delivery of the National Training Center in Richmond.
- In collaboration with the ED, establish budgets for National Teams and performance environments as well as overseeing financial expenditures to ensure responsible financial management practices.
- Oversee the compliance of all CEC's policies and procedures by athletes, coaches and staff including but not limited to: Athlete Agreements, Sport Canada Athlete Assistance Programs, Codes of Conduct, Safe Sport & UCCMS, and Anti-Doping.

High Performance Development & Next Generation

- Develop and support high performance coach and routesetter pathways that provide appropriate development experiences to enhance overall coach and setter expertise and capacity.

- 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
- Develop and implement a HP Athlete Development Pathway.
- Establish performance benchmarks and develop Gold Medal Profile, as well as athlete monitoring program and systems
- Collaborate and consult on appropriate CEC Sport Development programs to ensure alignment and consistency of delivery throughout the performance pathway.

Stakeholder Management

- Foster strong partnerships with key stakeholders within the Canadian high performance system including Own The Podium, the Canadian Olympic Committee, the Canadian Paralympic Committee, Sport Canada, COPSIN and the Coach Association of Canada.
- Develop influential relationships with the IFSC and International Federation counterparts to enhance Canada's standing in elite international climbing.
- Lead consistent communication of CEC's High Performance Plan to PTSO leadership to ensure understanding and garnering of support.
- Work closely with the ED to foster an aligned and united leadership team with the CEC President and Board of Directors.

DESIRED SKILLS, KNOWLEDGE & ABILITIES:

The ideal candidate will possess the following skills, knowledge, and abilities. However, we welcome applications from individuals who may not meet all of these criteria but demonstrate a willingness to learn and grow in the role.

- 4+ years of progressive high performance experience, or a combination of educational and professional experience in a related capacity.
- Proven record in leading teams to performance outcomes in multi-disciplinary, cross functional environments while delivering on strategic objectives.
- Proven consultative, facilitation and decision-making skills with the ability to problem solve and drive values-based decision making.
- Demonstrated evidence of fostering relationships with a diverse variety of national and international stakeholders.
- Technical expertise in elite competition climbing.
- Demonstrated experience in high performance coach development or mentorship.
- Understanding of the needs of Paralympic athletes in elite performance environments.
- Experience as a leader in a Major Games environment is desirable.
- Knowledge and understanding of the Canadian high performance sport system.
- Exemplary organizational and time management skills with strong attention to detail.
- Bilingualism in English/French is considered a strong asset.

APPLICATION:

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

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Deadline for application is November 4, 2024, or until a suitable candidate is found. 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.