



WRESTLING CANADA LUTTE

INTERIM HIGH PERFORMANCE DIRECTOR

ABOUT WRESTLING CANADA LUTTE:

Wrestling Canada Lutte (WCL) is the national sport governing body for Olympic style wrestling in Canada. Working in collaboration with our partners, WCL supports the development and growth of wrestling in Canada. Among its responsibilities, the association selects and prepares Canada's teams that participate in international competitions including Continental Championships, World Championships and major multi-sport Games (ie. Olympic Games).

The interim High Performance Director (HPD) position is about leadership, management and, of course, high performance. WCL is seeking an interim leader that will empower, support and challenge staff and volunteers, clearly articulate the vision, and drive WCL's high performance program towards performance against the world's best. The selected candidate will have the opportunity to continue to develop the high performance program to support wrestling's continued podium success, and help create the supporting structure and system to foster and sustain a culture of performance excellence.

THE POSITION:

The interim HPD (temporary position) is responsible for the leadership of high performance wrestling in Canada (Men's and Women's Freestyle) as guided by WCL's High Performance Plan, within WCL's broader Strategic Plan. This includes the development, implementation and monitoring of all technical aspects of WCL's high performance and associated high performance development (NextGen) programs, grounded on Long-Term Athlete Development (LTAD) principles. Working closely with international team coaches, sport science & medicine staff and high performance staff, the interim HPD will develop the system, plans and accountabilities necessary for Canada's success at Olympic and World Championships.

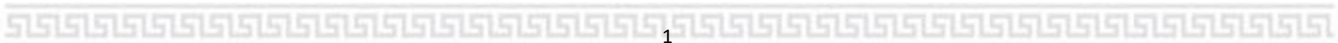
LOCATION:

Preference is for Ottawa (National Office) or one of the 4 major training centres (Vancouver / Burnaby, Calgary, St. Catharines, Montreal).

The interim HPD will be required to travel extensively in support of fulfilling the goals of the position.

ORGANIZATIONAL SCOPE:

The interim HPD has the authority to act and take measures that are necessary in the daily operation of the association's high performance programs within the parameters of approved policy and the annual operating budget for the Association.





REPORTING STRUCTURE:

The interim HPD reports and is accountable to the ED. The interim HPD also liaises closely with and is advised by the High Performance Advisory Committee (HPAC).

KEY RESPONSIBILITIES:

1. International Team Program:

- Design multi-year and annual program plans for all international team activities.
- Plan, develop and oversee the implementation of systems and structures to ensure podium excellence at Olympic Games by WCL wrestlers including but not limited to examples such as high performance centres, HP Staffing, research & innovation, etc.
- Establish, measure and evaluate performance metrics and targets for high performance programming.
- Determine the budget, control accountability for all funds with respect to all WCL high performance and international team programs.
- Oversee all high performance and international team coaching and technical staff; develop performance targets and evaluate the staff; determine gaps and professional development needs.
- Act as Team Leader, specifically at Senior World Championships and Major Games.
- Oversee all elements of team selection and carding, including development of policies, in collaboration with the HPAC. Develop and manage criteria for:
 - Athlete Assistance Program (AAP “carding”)
 - International Team Athlete selection criteria for World Championships and Major Games
 - International Team Coach selection criteria for World Championships and Major Games
- Oversee the effective implementation of integrated Sport Science and Sport Medicine SSSM services through nationally and regionally driven Integrated Support Teams (ISTs) with the purpose of enhancing athlete performance through the provision of coach-led analysis, feedback, program supplementation and therapeutic support modalities. The HPD is also responsible for ensuring appropriate data collection for relevant contributions to athlete physical, technical and psychological capacity designed to enhance competition performance.
- Prepare annual operating reports, annual applications for financial assistance and other reports as required by all funding agencies.

2. High Performance System Development:

- Oversee the development of and implementation of WCL’s high performance athlete and coach development pathways:
 - Gold Medal Profile (GMP)
 - Talent ID and recruitment strategies
- Oversee the development of and implementation of programs and systems to ensure sustainable excellence by NextGen wrestlers.



3. Partnerships and Relationships:

- Develop positive relationships with high performance and international team coaches and seek their input and feedback where appropriate.
- Work closely with sport science & medicine staff and other high performance and national office staff.
- Work collaboratively with all high performance and development centres, including varsity clubs, and provincial governing bodies with regard to athletes, programs and high performance systems.
- Manage WCL's relationships with the CSI network.
- Liaise with and provide leadership to all relevant WCL committees and working groups.
- Act as WCL's representative on all high performance matters with Sport Canada, Own the Podium (OTP), Canadian Olympic Committee (COC), Commonwealth Games Canada (CGC), all Canadian Sport Institutes (CSIs), Canadian Centre for Ethics in Sport (CCES), and United World Wrestling (UWW).

4. Personnel Management:

- Manage and provide supervision to all direct reports and consultants regarding and including annual objectives, appraisals, and scheduling.

5. Education, Experience and Skills:

- University degree in kinesiology, physical education, sport management or sports science/business related discipline.
- Ten or more years of progressive experience in high performance sport is required, including demonstrable success at a senior level and relevant Olympic Games experience.
- Proven record in leading teams to success in a multi-disciplinary, cross-functional environment; delivering on strategic objectives & performance targets.
- Superior understanding of strategic high performance sport system planning, implementation, monitoring and evaluation in Olympic Sports at the national & international level.
- Ability to work collaboratively as a member of a team of dedicated professionals in the pursuit of common goals.
- Exceptionally strong leadership and team-building skills combined with proven sport management, administrative, and financial abilities gained in the public or private sector.
- Proven consultative, facilitation and decision-making skills with the ability to build positive relationships with a wide variety of stakeholders and partners.
- Strong communication & interpersonal skills.
- Experience in developing strategies & proposals, defining requirements, preparing reports and various types of documents, and delivering presentations.
- Knowledge of the Canadian High Performance Sport System including Sport Canada, Own the Podium, the Canadian Olympic Committee and National Sport Institutes.
- Having the ability to work effectively in both English and French is an asset.



HOW TO APPLY:

If you believe you have the required qualifications and have a passion for sport, please submit your resume, covering letter, and salary expectations by April 13, 2018, 5:00 pm ET to:

Tamara Medwidsky
Executive Director
Email: tamara@wrestling.ca

This application deadline may be extended at the discretion of WCL. We thank all candidates in advance. Only those candidates selected for an interview will be contacted.

Wrestling Canada Lutte is committed to employment equity and encourages applications from all qualified candidates. In addition, we are committed to providing accommodations for people with disabilities. If you require an accommodation, we will work with you to meet your needs.

THIS POSITION IS MADE POSSIBLE WITH FINANCIAL SUPPORT FROM THE GOVERNMENT OF CANADA.

