



## **WRESTLING CANADA LUTTE**

### **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 High Performance Director (HPD) is a critical technical leader of WCL and has the key responsibility of developing and executing the vision of WCL's high performance plan, as well as fostering the supporting structure and system to promote a culture of performance excellence, with the goal of sustaining and repeating podium performances at the World Championships and Olympic Games.

#### **THE POSITION:**

The HPD 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, monitoring and evaluation of WCL's high performance plan and associated high performance development (NextGen) and national team programs (Senior, Junior, Cadet), grounded on Long-Term Development (LTD) principles.

Working closely with high performance coaches, performance science staff and high performance staff, the HPD will develop the system, plans and accountabilities necessary for Canada's success at Olympic and World Championships.

#### **LOCATION:**

Strong preference is for Ottawa (National Office) or one of the 4 high performance training centre locations (Vancouver / Burnaby, Calgary, St. Catharines, Montreal).

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

#### **ORGANIZATIONAL SCOPE:**

The 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 HPD reports and is accountable to the Executive Director. The HPD also liaises with the High Performance Advisory Committee (HPAC).

## **KEY RESPONSIBILITIES:**

### **1. High Performance Plan & Program Development:**

- Lead the review of WCL's Tokyo 2020 High Performance quadrennial plan.
- Develop and implement an updated Paris 2024 High Performance quadrennial plan:
  - Design multi-year and yearly training plans (YTPs) for the high performance, NextGen and national team (Senior, Junior, Cadet) programs, supported by the Gold Medal Profile (GMP) and international calendar, which may include domestic and international, as well as centralized and decentralized strategies.
  - Determine the budget, control accountability for all funds with respect to the program plan.
  - Ensure that the plan incorporates leading technical, physical and mental components of preparation (see below).
  - Ensure Schedule B and NextGen athlete selection criteria are developed and managed.
  - Ensure appropriate Talent ID and recruitment strategies for athletes and coaches are implemented as part of the program plan.
  - Lead and manage the high performance coaching and technical leadership structure, including all high performance, NextGen and national team coaches and technical staff (see below), ensuring input is effectively integrated.
  - Establish, measure and evaluate performance metrics and targets.
- Lead a "culture of excellence" by establishing an aligned and collaborative environment with all stakeholders involved with the program plan, as well as clarity around HP program objectives.
- Monitor and assist in developing the athlete daily training environment (DTE) through WCL's network of training centres to ensure athletes are optimally prepared for performance and to continue to promote ongoing HP development.
- Oversee development of team selection and carding policies, with support from the High Performance Advisory Committee. Develop and manage criteria for:
  - Carded Athlete Program
  - Athlete selection criteria for Championships and major Games (Senior, U23, Junior, Cadet)
  - Coach selection criteria for Championships and major Games (Senior, U23, Junior, Cadet)
- Prepare annual operating reports, annual applications for financial assistance and other reports as required by all funding agencies and stakeholders.

### **2. Performance Science Integration**

- Oversee the effective implementation of integrated performance science services and resources through nationally and regionally driven performance science teams with the purpose of enhancing athlete performance, including planning, delivery, monitoring and research of:



- Sports Medicine - ensure that athletes are well prepared in order to prevent injuries and managed well throughout the treatment of injuries.
- Sports Science - ensure that athletes are optimally prepared for performance, including but not limited to Strength & Conditioning, Physiology and Technical Performance Analysis.
- Sports Psychology - ensure athletes are equipped to perform well in the training environment and most importantly, at benchmark events.
- Other – where possible, coordinate delivery of Canadian Olympic Committee’s Game Plan which ensures that athletes have access to individualized programs to help ease the stress related to life outside or after sport.

**3. High Performance & Staff Operations:**

- Lead and manage coaches and staff in line with WCL policies and practices, including supervision of all direct reports and consultants regarding annual objectives and targets, evaluations, and professional development opportunities to identified coaches.
- Ensure programs operate at, or under, approved budgets, ensuring maximization of resources.
- Seek additional funding sources for further development of WCL’s high performance programs.
- Oversee the administration and reporting associated with the operations of the national program.
- Manage relevant HP communications across WCL.

**4. Partnerships and Relationships:**

- Lead a collaborative high performance environment which elicits optimal input from coaches and staff across the country, to ensure sustainable success.
- Work closely with performance science staff and other national office staff.
- Work collaboratively with all WCL high performance and development centres, including varsity clubs, and provincial governing bodies with regard to athletes, programs and high performance systems.
- Liaise with and provide leadership to all relevant WCL committees and working groups.
- Manage WCL’s relationships with the COPSI network.
- Act as WCL’s representative and ambassador on all high performance matters and manage relationships with Sport Canada, Own the Podium (OTP), Canadian Olympic Committee (COC), Commonwealth Games Canada (CGC), United World Wrestling (UWW), and other key stakeholders.

**5. Miscellaneous**

- Other duties, as assigned.



**KEY COMPETENCIES & EXPERIENCE:**

- 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 evidence of success at a senior and Olympic level.
- Proven record in leading teams to success in a multi-disciplinary, cross-functional environment; delivering on strategic objectives & performance targets.
- Sound analytical skills and proven record in strategic high performance sport system planning, implementation, monitoring and evaluation in Olympic sport at the national & international level.
- Exceptionally strong leader and visionary with the ability to motivate, inspire, manage, communicate and empower staff to follow a common vision to ultimately achieve program goals and objectives and build positive relationships with a wide variety of stakeholders and partners.
- Proven consultative, facilitation and decision-making skills, with the ability to problem solve and make values-based decisions upholding the principles of WCL and the HP program.
- Ability to work collaboratively as a member of a team of dedicated professionals in the pursuit of common goals.
- Strong communication & interpersonal skills.
- Experience in developing strategies & proposals, developing and managing budgets, preparing reports and various types of documents, and delivering presentations.
- Knowledge of the Canadian High Performance Sport System including Sport Canada, Own the Podium, Canadian Olympic Committee and COPSI network.
- 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 September 10, 2021, 5:00 pm ET to:

Tamara Medwidsky  
Executive Director  
Email: [tamara@wrestling.ca](mailto: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.

*WCL is committed to creating an inclusive and diverse work environment as an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. 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**

