



Sport and High Performance Director

Alberta Snowboard Association

Calgary, AB

Alberta Snowboard is looking for an innovator, superb communicator, performance-focused professional to join our team as Sport and High Performance Director focused on programs, guidance and mentorship of top AB athletes..

Position Type: Contract, variable hours

Start Date: October 2022

Location: Calgary, AB

Reports to: President of the Board of Directors and the High Performance Committee

ABOUT US

The Alberta Snowboard Association exists to **Promote, Develop and Provide Support** to Alberta's snowboarding community, regardless of age and skill level. We have traditionally been focused almost entirely on the **nurturing of grass roots events**, building riders and opportunities, alongside our clubs, for riders from *Active Start* through *Learn to Compete* levels of the LTAD. With the latest iteration of the strategic plan we are consciously deciding to dedicate an increased focus on the high performance riders in the province and provide support in their aspirations to the next level.

For further information on the Alberta Snowboard Association, please visit www.albertasnowboarding.com

ABOUT THE POSITION

Alberta Snowboard is offering a unique opportunity for a coach and organizer with a track record of achieving high end success and an intense passion for high performance sport.

As Sport and High Performance Director you'll be overseeing development of the province's top athletes, annual performance planning, event planning, skill development, athlete performance, athlete support and overall athlete experience. You will be responsible for the leadership and management of the High Performance Program (HPP).

A key part of the role is to liaison with Alberta clubs, coaches and parents to identify the top performers. It is equally imperative this position can build relationships and dialogue with Canada Snowboard to provide the best opportunity for AB riders to make and succeed at the national level. You'll need to focus energy, attention and resources to get the best possible outcomes for Alberta athletes, producing excellent podium results while working to ensure sustained performance.



Key responsibilities include:

- Develop and manage our overall high performance model, ensuring consistency of athlete experience
- Oversee the strategic direction of all populated disciplines in the province
- Work with the President and the High performance Committee to develop an annual HPP business plan that strategically prioritizes goals, objectives and KPIs
- Work with club Head Coaches to suggest and implement annual plans and performance benchmarks on an athlete-by-athlete basis.
- Maintain a strong and influential relationship with our top stakeholders and partners including Canada SNowboard, Clubs, Parents, Events, Sport Canada and FIS
- Identify, recruit, develop and evaluate athletes at every possible event
- Provide regular High Performance Program reports to the High performance Committee, the Board of Directors and those who need to know

ABOUT YOU

You are an experienced strategic leader and high performance thinker who will bring expertise from your experiences as well as the fact you're a snowboarder. You will come with the ability to jump right into a team, get hands-on and quickly scope out the lay of the land, work out the gaps and build an innovative plan that focuses on the most important projects. You will use your superb communication skills, natural influence and ability to build strong relationships to act as a bridge between people and teams.

Specific qualities and attributes:

- Demonstrated leadership capability in a High Performance sport context with a track record of achieving success. You know your stuff and you can prove it
- You know and understand enough about the Canadian snowboard and sport system to be able to lead the High Performance Program
- A strong senior manager who can translate experience and acumen into sport performance
- A true entrepreneur who thrives on innovation and focuses on results
- You get people management and have exposure to areas including recruitment, organizational development, succession planning, performance management, training and change management
- High energy, maturity and strong leadership skills with the ability to unify a team at a strategic level as well as understanding the granularity level of their work
- Willingness to be flexible, versatile and tolerant in a changing work environment, while still making sure things get done
- Excellent interpersonal, organizational, planning and communication skills
- The ability to communicate in both official languages is a great asset

APPLICATION INFORMATION

If you are an innovator, superb communicator and a performance-focused professional, please submit your resume, references and salary expectations no later than **September 15, 2022** to:

Chris Lewis, President Alberta Snowboard Association
clewis@albertasnowboarding.com