

WHO WE ARE

Gymnastics Canada (GymCan) is the national governing body for the sport of gymnastics in Canada, overseeing all Olympic disciplines including men's (MAG) and women's (WAG) artistic, rhythmic (RG), trampoline (TR), and the other world level disciplines. With a mission to lead and support the growth of gymnastics across the country, we play a key role in athlete development, coach and judge education and development, national events and high-performance excellence. What makes working at GymCan truly exciting is the opportunity to contribute to a sport that inspires passion, discipline, and joy in athletes of all ages. Gymnastics in Canada is also a foundational sport for early child development and has a strong Olympic track record, especially in Trampoline. The organization fosters a collaborative and inclusive work environment, where innovation and integrity are valued, and where remotely based employees feel connected to a greater purpose — supporting Canadian athletes and shaping the future of gymnastics!

WHO WE ARE LOOKING FOR**SENIOR DIRECTOR, HIGH-PERFORMANCE (PERMANENT POSITION)**

Reporting to the CEO, the Senior Director, High Performance (HPD) is responsible for the strategic leadership, operational oversight, and continuous development of GymCan's High-Performance Program across all Olympic disciplines (WAG, MAG, RG, TG) including NextGen Programs and high-performance coach development. This newly created role supports and guides each discipline's team leadership and integrated technical and support teams to ensure national team athletes have the resources and environment to "win well"—achieving podium success while promoting athlete well-being and ethical practice.

The HPD Senior Director leads the HP implementation of GymCan's Win+ Strategy (2025–2028) with a forward-looking perspective on the 2028 and 2032 Olympic quadrennials while establishing a high-performance culture across all Olympic disciplines. The position plays a key leadership role in aligning internal teams' programs and external partnerships to drive excellence, accountability, and safe sport.

- Lead the execution of GymCan's high-performance strategy in alignment with the Win+ (2025–2028) and long-term Olympic planning through 2032.
- Guide and support discipline-specific team leaders in building and maintaining world-class athlete and coach development systems.
- Design and oversee Gold Medal Profiles and Podium Pathway frameworks for each Olympic discipline, with discipline-specific team leaders.
- Collaborate with sport system partners (PTOs, clubs, coaches, judges, athletes) to build integrated and sustainable development pathways.
- Provide strategic and operational oversight of centralized and decentralized national team programming.
- Oversee macro level planning and execution of training camps, competitions, and monitoring activities through national team leaders.
- Establish a National High-Performance Calendar (including competitions) across all programs.
- Standardize and ensure adherence to policies, systems, and performance management processes across all disciplines to drive effectiveness and efficiency successful breaking historical silos, and ensure appropriate feedback is provided to athletes on an ongoing basis.
- Champion a culture of safe sport, integrity, and athlete-centered programming.
- Coordinate and optimize integrated support teams (ISTs) through an SSSM manager ensuring excellence in medical, S&C, mental performance, and recovery services.

- Ensure high standards of athlete health, safety, and holistic development are embedded in all HP programming.
- Support national team leaders and SSSM lead through mentorship, performance planning, and professional development.
- Represent GymCan and lead Canadian based system relationships (i.e. FIG, Own the Podium, Sport Canada & AAP program, COC, etc.) and nurture relationships with other HP leading gymnastics federations and other HP leading Canadian NSOs.
- Develop, manage, and optimize the HP budget across disciplines, ensuring strategic resource allocation.
- Lead performance analytics and data-driven decision-making to evaluate and refine HP initiatives.
- Contribute to funding applications, reporting, and accountability measures with sport partners.
- Foster a high-performance culture rooted in collaboration, accountability, excellence, and athlete well-being.
- Provide leadership and direction to GymCan's HP discipline leads and other staff
- Promote alignment and coordination across national teams and internal departments
- Be an active member and contributor to GymCan's Senior Management Team (SMT)
- Build a strong working relationship with the Director, Safe Sport ensuring key safe sport programs are implemented and maintained with excellence.
- Build a strong working relationship with the Manager, Coach and Sport Development providing input into the HP coach education program and the management of emerging, non-Olympic disciplines.
- Build a strong working relationship with the operational lead for national events, corporate partnerships and fund development.
- Participate as a member of all committees of the Board that are related to specific job requirements.
- Provide reports as requested by the CEO and the Board on activities planned and completed.
- Assist in the development and evaluation of activities relating to the Strategic Plan.

#### WHO YOU ARE

- Bachelor's degree, with a specialty in Sport Management or a related field.
- Advanced degree in Sport Management or a related management field (asset).
- Minimum 10 years of progressive experience in high-performance sport leadership, ideally within gymnastics or an Olympic sport context.
- Proven expertise in national team program design and delivery, including Olympic/World Championship cycles.
- Strategic thinker with demonstrated leadership in long-term program planning and change management.
- Skilled relationship builder with national and international sport partners.
- Experience leading diverse, multi-disciplinary teams with professionalism and emotional intelligence.
- Excellent communication, project management, and budgeting skills.

Ideal experience and knowledge relevant to this role:

- Demonstrated success in developing athlete and coach pathways from development to elite levels.
- Strong understanding of Podium Pathway, Gold Medal Profiles, and safe sport frameworks.
- Experience managing ISTs and integrating holistic athlete support (mental, physical, and medical).
- Familiarity with the Canadian HP sport system and MSO landscape (OTP, COPSIN, COC, Sport Canada)
- Bilingualism (English and French) is strongly preferred.



#### LOCATION

Open to Canadian and international candidates. Position is remotely based in Canada but extensive domestic travel to Toronto and Montréal is required as well as international and domestic travel for competitions.

#### INTERESTED?

Please send us your resume at [jbourdua@gymcan.org](mailto:jbourdua@gymcan.org)



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