

# Director, Interuniversity & High Performance Athletics

**Date Posted:** 05/6/2025

**Req ID:** 42812

**Faculty/Division:** Faculty of Kinesiology & Physl Ed.

**Department:** Faculty of Kinesiology & Physl Ed

**Campus:** St. George (Downtown Toronto)

## **Description:**

### **About Us:**

The University of Toronto's Faculty of Kinesiology and Physical Education is a global leader in advancing knowledge on physical activity and health through cutting-edge research, exceptional academic programs, outstanding recreation programs, and unparalleled interuniversity and high performance sport opportunities across its three campuses. In achieving this vision, the Faculty is guided by values of integrity, respect, equity and diversity. The University of Toronto's Varsity Blues program is Canada's largest and one of the most successful athletic programs in the country, and the University ranks 1<sup>st</sup> in Canada and 4th globally in sports subjects by QS World Rankings. For more information, please visit: <https://kpe.utoronto.ca/>.

### **Your Opportunity:**

The University of Toronto's Faculty of Kinesiology and Physical Education is seeking an experienced and values-driven leader to serve as Director of Interuniversity and High Performance Athletics. This is a key leadership role with broad responsibility for the administrative leadership and management of the Varsity Blues program.

Reporting to the Vice-Dean of Programs, the Director provides leadership across all areas of interuniversity and high performance sport, including varsity teams, blue & white sport clubs, student-athlete services, sport science integration and game operations. The Director will drive efforts to sustain and enhance the University of Toronto's proud tradition of athletic excellence and success. Recognizing that coaching excellence is a cornerstone of athletic achievement, a core focus of this role is the leadership, development, and support of the University's full-time and part-time coaching staff. The Director will foster a culture of collaboration, mentorship, and reflective practice to guide coaches' professional growth and uphold high standards of coaching excellence, emphasizing holistic athlete development, safe and inclusive sport environments, continuous learning, and values-driven success. This leadership ensures the healthy development of athletes within and beyond sport, and strengthens the University's national leadership in high performance sport and coach and student-athlete education.

The Director will also lead key strategic priorities related to student-athlete well-being, sport science integration, junior athlete and coach development, and community engagement. Strengthening relationships with alumni, industry partners, and community leaders will be critical to enhancing support for the program and expanding opportunities for student-athletes and coaches. The role requires strong budgetary and operational leadership, cross-institutional collaboration, and national-level representation with U SPORTS, OUA, and other governing bodies.

This is an exciting opportunity for a collaborative and forward-thinking leader to lead with purpose, continue a strong tradition of excellence and athletic success, and shape the future of interuniversity athletics and high performance at Canada's top-ranked university in sport.

**MINIMUM QUALIFICATIONS:****EDUCATION:**

University degree in Kinesiology, Physical and Health Education, Sport Management, Education or a related field (Master's preferred), or the equivalent in education and experience required. Extensive knowledge of high performance sport systems, interuniversity athletics, coaching education and student-athlete development and well-being. This knowledge could have been gained through a formal academic program, and/or through extensive professional experience, self-directed learning, and participation in relevant professional development, conferences and seminars.

**EXPERIENCE:**

Minimum of seven years in progressively senior management positions within interuniversity or high performance sport, coaching development, student-athlete services, or a related field. Demonstrated experience providing strategic leadership to sport programs, with a focus on high performance coaching, athlete development, and safe and inclusive sport environments. Substantial experience supporting coach education and mentoring, building athlete development pathways, and leading teams through strategic growth and organizational change. Proven success in budget and resource management, staff supervision, policy development, and cross-institutional collaboration. A comprehensive understanding of Canadian university sport governance structures (e.g., U SPORTS, OUA) and national sport systems is an asset.

**SKILLS:**

Demonstrated excellent interpersonal, organizational, oral and written communication skills that support consensus building and shared decision-making not only within the job's own portfolio but also with administrators, faculty and academic leaders. Proven ability to lead, support, and evaluate coaches and staff, preferably within a unionized environment. Strong analytical, planning, and problem-solving abilities. Demonstrated skill in navigating complex institutional environments and promoting the success and well-being of student-athletes and coaches. Proficiency with data-driven decision-making and the use of software tools such as Excel, Word, PowerPoint, and sport-specific technologies.

**OTHER:**

A demonstrated commitment to equity, diversity, inclusion, and safe sport. Political astuteness, emotional intelligence, and the ability to make sound judgments under pressure. A collaborative, adaptive, and purpose-driven leadership style. High degree of professionalism, discretion, and the ability to manage sensitive matters with integrity. Must be able to work independently, lead with initiative, and respond effectively to dynamic priorities and high performance demands, including the ability to deal with a variety of tasks and meet strict deadlines; ability to frequently adjust priorities, and great attention to detail required.

**Closing Date:** 05/27/2025, 11:59PM ET

**Employee Group:** Salaried

**Appointment Type:** Budget - Continuing

**Schedule:** Full-Time

**Pay Scale Group & Hiring Zone:** PM 6 -- Hiring Zone: \$130,011 - \$151,679 -- Broadband Salary

Range: \$130,011 - \$216,287

**Job Category:** Athletics