



JOIN OUR TEAM: Performance Pathway Director

Biathlon Canada is the national governing body for biathlon in Canada, responsible for supporting the growth and development of the sport from grassroots to Olympics. Biathlon Canada's mission is to empower biathletes to thrive at every level. Trailblaze with us!

The Performance Pathway Director at Biathlon Canada is a vital leadership position dedicated to driving the success of our development and high performance pathway. This role involves creating and implementing strategic plans with a focus on building towards the 2030 and 2034 Olympic Games by developing a strong athlete pathway in collaboration with our stakeholders from grassroots to high performance. As the technical leader of biathlon high-performance and development in Canada, you will manage staff and collaborate with various stakeholders to optimize performance and set a clear path for athletes, coaches and officials in the system. Strengths in communication and leadership skills are essential. This role shapes the future of Canadian biathlon and inspires athletes to reach their full potential domestically and internationally.

The Performance Pathway Director reports to the CEO. The role supervises the national program coaching staff and the supporting high performance staff member. The role also supervises the sport development staff to ensure the alignment of biathlon from grassroots to the Olympics.

Duties and Responsibilities

- Establish and implement a strong pathway strategy with Biathlon Canada staff and key stakeholders.
- Establish and implement a comprehensive high performance (HP) plan that aligns with organizational leadership and Olympic goals.
- Foster a positive team environment with consistent and engaging communication and direction.
- Manage the high performance and sport development budgets with the CEO.
- Manage coaching staff and the Integrated Support Team (IST), ensuring effective collaboration and performance.
- Manage sport development staff and direct the execution of coach, official, PTSO/Club and events development.
- Direct and oversee the recruitment process and management of the contracted Wax Technician Team and Coaching staff.
- Evaluate the pathway performance and development consistently to identify gaps and implement strategies for improvement.
- Lead high performance and development working groups to ensure a united approach to strategies.
- Lead the creation of high performance and development policies to align with the HP Plan and Athlete Pathway strategy.
- Conduct thorough debriefing processes and maintain relationships with funding partners and key stakeholders.
- Oversee planning and logistics for the international training and competitive season.
- Oversee the maintenance of individual performance profiles and training records for National Program and development athletes with coaches and the IST, ensuring progress towards performance objectives.

**Qualifications:**

- Education: Completion of post-secondary education or equivalent experience is required.
- Experience: 5-7 years of experience in high performance sport development, biathlon experience is a significant asset.
- Character: A proven ability to manage programs in a positive and professional manner upholding the values of the organization.
- Competencies: A proven ability to establish accountability, highly effective communication skills, adaptability, a strategic mindset and an understanding of what is required to build a program.
- Approach: A demonstrated ability to reach alignment, effectively communicate, manage conflict, and build trust.
- Language: Must be able to work in English. Ability to work in French is an asset.

Conditions of Employment

- Full time position with occasional travel both domestically & internationally.
- Flexible work location within Canada or in Canmore at Biathlon Canada's head office. Must be able to travel to the head office in Canmore, Alberta from time-to-time.
- Working evenings & weekends. Overtime to be taken as Lieu as schedule permits.
- The annual base salary for this position is commensurate with qualifications and experience.

HOW TO APPLY:

Please submit your resume and cover letter to:

Kerry Dankers, CEO

Email: careers@biathloncanada.ca

Deadline for applications is July 8, 2025

Biathlon Canada is committed to creating an inclusive and diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or family status.