



Ontario Lacrosse Association
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EMPLOYMENT OPPORTUNITY – COACHING & HIGH-PERFORMANCE COORDINATOR

The Ontario Lacrosse Association (OLA) is seeking a candidate to fill the full-time position of Coaching & HP Coordinator at our head offices in Toronto, Ontario.

START DATE:

October 2025

ORGANIZATION PROFILE:

The OLA is the governing body for the sport of lacrosse in Ontario. The organization was established in 1897 with the mission to govern, foster, develop and perpetuate the sport through the development of technical programs, supervision of competitions and hosting provincial championship events.

DUTIES AND RESPONSIBILITIES:

1. Technical Leadership, OLA Athlete Program and Coaching Program Development

- a. Develop, initiate and promote a Technical Development Plan for the OLA which would include (but not be limited to) the following:
 - i. Player camps
 - ii. Specialty skills camps
 - iii. Development programs for both introductory and elite stream athletes
- b. Educate, develop and manage the training and performance of coaches in conjunction with the National Coaching Certification Program (NCCP), including responsibility of the Coaching Certification process in Ontario under the leadership of the Vice President, Coaching.
- c. Coordinate an in-school introductory program during the OLA registration period that encourages new participants to join the game.
- d. Drive the Long-Term Athlete Development (LTAD) principles to Learning Facilitators and Associations across the province.
- e. Act as a spokesperson for technical development matters, including external liaisons with governing bodies, leagues and OLA members.
- f. Contribute, as a member of the Ontario Lacrosse Association staff, to all provincial event requirements and other ad-hoc tasks as directed by the Executive Director.

2. High-Performance Leadership

- a. Serve as a member of the Team Ontario Management Committee in the position of High-Performance Coordinator.
- b. Coordinate interviews and appointments of all Team Ontario coaching and support staff.
- c. Work with Team Ontario coaching staff to ensure appropriate athlete talent identification, training methods and performance monitoring.
- d. Foster relationships with provincial and national sport organizations, clubs, and members to enhance collaboration and program effectiveness.
- e. Ensure compliance with anti-doping regulations, Safe Sport initiatives, and other ethical standards within high-performance environments.
- f. Monitor and evaluate Team Ontario program effectiveness through data analysis, feedback collection, and continuous improvement strategies.

REQUIRED COMPETENCIES AND SKILLS:

1. University or college degree; with sport management experience preferred
2. Demonstrated knowledge of and support for the Provincial Sport system within Ontario
3. Lacrosse playing and/or coaching/high performance experience or demonstrated equivalent experience in an applicable field; with current NCCP certification mandatory
4. Knowledge of competitive (elite) player development and how those strategies both integrate and differ from community (house league) player development approaches
5. Ability to develop and manage budgets and associated costs management reports as requested
6. Ability to think and plan strategically, and effectively link technical planning with program execution
7. Strong communication skills (both written and verbal) and the ability to convey development and technical programs to participants at all skill levels (players, coaches, parents, volunteers, etc.)
8. Ability to operate as part of an integrated multi-functional management team which includes both staff members and volunteers
9. Developing, researching and preparing policies for adoption as requested
10. Proficiency with Microsoft Office Suite (mandatory)
11. Flexibility and willingness to work evenings and weekends as required

TO APPLY:

Please forward your cover letter, resume and letters of reference, including anticipated salary, by PDF to OLA Hiring Committee at hr@ontariolacrosse.com including the subject line "Coaching & HP Coordinator Position". The deadline for applications is August 8, 2025 at 5:00pm EST. We thank all applicants for their interest, however only those selected for an interview will be contacted.