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## **Position: High Performance Director – Long Track Speed Skating**

**Location:** Calgary, Alberta, Canada or Quebec City, Quebec, Canada

**Employment Type:** Full-Time Employee

**Application Deadline:** November 3, 2025

**Expected Start Date:** The start date will be determined in consultation with the successful candidate and will be no later than March 2, 2026.

Speed Skating Canada (SSC), the national governing body for long track and short track speed skating, is seeking an experienced and strategic **High Performance Director – Long Track Speed Skating** to lead Canada's long track high performance program into its next phase of international excellence and Olympic success.

### **Who We Are**

Speed Skating Canada (SSC) is the national sport organization responsible for the development and governance of our country's most successful Olympic sport.

We are committed to building a fun, safe and inclusive speed skating community across Canada – one that empowers people to grow strong and healthy, supports high performance athletes and coaches in their pursuit of Olympic and international podium performances, and inspires excellence on and off the ice.

In collaboration with key partners—including Own the Podium, the Canadian Olympic Committee, Sport Canada, and provincial and territorial sport organizations, we lead a unified national approach that supports the development and success of speed skating from grassroots to high performance.

### **Faster Together**

At SSC, our people are at the heart of everything we do because we know that our success comes from empowering individuals and embracing the strength found in our differences. We take a people-first approach to performance, with a culture that is coach-led, athlete-centered, and rooted in respect, trust, and collaboration. We are proud to create an environment where individuals drive our success.

As an equal opportunity employer, we celebrate the diversity of the Canadian community and welcome all qualified applicants to join us in shaping the future of our sport.

### **Position Summary**

Reporting to the Chief Executive Officer, the **High Performance Director – Long Track Speed Skating** is accountable for the overall leadership and management of SSC's long track high performance program. This includes overseeing strategic planning, high-performance operations, coach and athlete development, performance services integration, and key partner engagement.

The High Performance Director – Long Track is expected to create a sustainable performance environment that enables athletes and coaches to consistently achieve world-class results on the world stage.

### **Key Responsibilities**

#### **Strategic Leadership and Program Design**

- In line with SSC's strategic goals:
  - Drive the long track high performance program vision and long-term strategy and develop them over time.
  - Design and implement multi-year operational plans .
- Oversee high performance planning cycles, including athlete identification, talent transfer, development, and progression.
- Work collaboratively with SSC's short track high performance program through SSC's High Performance Director – Short Track.

#### **Performance Management**

- Drive high performance outcomes at World Cups, World Championships, and Olympic Games.
- Lead a data-informed approach to monitoring, analyzing, and improving athlete and team performance.
- Oversee athlete performance planning, selection criteria, and athlete agreements.

#### **Team and Culture Development**

- Cultivate a high performance culture that promotes excellence, resilience, and well-being rooted in respect, trust and collaboration.
- Ensure program documents and practices align with SSC's safe sport framework and commitment to equity, diversity, and inclusion.
- Recruit, develop, and manage long track national team coaches, integrated support staff, and key performance personnel.
- Foster strong collaboration and alignment across national and regional training environments.

#### **Stakeholder Engagement**

- Lead partnerships with Own the Podium, the Canadian Olympic Committee, the Canadian Olympic and Paralympic Sport Institute Network , and international federations.
- Represent SSC long track team at national and international forums.
- Support internal alignment with SSC's Board, CEO, and other performance and operational departments.

#### **Operations and Budgeting**

- Lead annual and quadrennial budgeting for the long track high performance program.
- Ensure efficient management of financial, human, and material resources, including equipment and facilities.
- Ensure transparency, accountability and compliance in funding agreements and all required reporting.

## **Behavioural Competencies**

The ideal candidate will bring a people-first leadership style grounded in strategic thinking, integrity, and collaboration. They will demonstrate the following core competencies:

- **Build Effective Teams & Engagement:** Fosters high-performing teams that leverage diverse perspectives and value trust and collaboration to achieve common goals.
- **Collaborate:** Cultivates trust-based relationships with internal and external partners to align efforts.
- **Communicate Effectively:** Delivers clear, timely, and audience-appropriate communications across all levels.
- **Demonstrate Courage:** Address challenges and difficult issues honestly and professionally, even under pressure.
- **Decision Quality:** Make informed, timely, and ethical decisions grounded in data and experience
- **Demonstrate Self-Awareness:** Seek and integrates feedback, models authenticity and leads with empathy and composure.
- **Inspire Vision:** Demonstrates a clear sense of direction and purpose aligned with the vision, values, and goals of SSC, and mobilizes others around a shared path forward.
- **Manage Conflict Constructively:** Navigates tensions and disagreement with clarity respect, and a solution-focused mindset.
- **Plan and Align:** Sets clear priorities, allocates resources effectively, and delivers on commitments.
- **Foster Continuous Improvement:** Establishes performance benchmarks and fosters a culture of continuous learning, adaptability and growth.
- **Strategic Mindset:** Anticipates challenges and opportunities, translating them into bold forward-looking strategies.
- **Trust, Integrity and Accountability:** Acts with transparency, fairness, and professionalism while holding self and others to the highest standards of conduct.

## **Qualifications**

### **Education & Experience**

- A university degree in kinesiology, sport management, sports science, or a related field.
- 10+ years of progressive leadership experience in high performance sport, preferably in Olympic sport environments.
- Demonstrated success in managing elite-level programs and leading multidisciplinary teams.
- Experience working with performance partners such as the International Skating Union (ISU) or other International Federation, Own the Podium, national sport institutes, and Olympic committees.

### **Language skills**

- Fluency in either English or French is required; and proficiency or the ability to communicate effectively in the other official language (French or English) is considered an asset.

### **Sport Knowledge and Skills**

#### **Candidates should demonstrate expertise in:**

- Administration: Designing clear policies and protocols to support program decisions, processes, and expectations.
- Evaluation: Conducting program reviews and gap analyses, using performance data to inform change.
- Financial Acumen: Managing annual and quadrennial budgets, including funding applications and compliance reporting.
- High Performance Program Leadership: Leading multidisciplinary teams toward defined strategic outcomes and performance goals.
- High Performance Sports Insight: Understanding the dynamics of Olympic sport at the national and international levels, including trends, best practices, and systemic alignment.
- Operational Insight: Managing people, logistics, equipment, and infrastructure to deliver effective daily training and competition environments.
- Optimizing Talent: Identifying, nurturing, and retaining high performance staff and coaches while developing leadership pathways.
- Performance Science Integration: Embedding evidence-based support services through national and regional service providers to maximize athlete readiness and recovery.
- Technical and Tactical Communication: Crafting performance strategies, reports, and communications tailored to diverse audiences, including boards, athletes, partners, and funders.

### **Location**

This is a full-time position based at SSC's Canadian national training center in either Calgary, Alberta or Quebec City, Quebec and requires frequent national and international travel.

### **Additional Requirements**

- Must hold a valid passport and be eligible for international travel.
- Online learning and participant consent form for the Canadian Safe Sport Program (CSSP).

Please note the successful candidate will be required to undergo an Enhanced Police Information Check as a condition of employment.

### **Compensation**

Compensation is commensurate with sport organizations of like size, including RRSP matching and health benefits and will also be determined by successful candidates' skills and experience.

### **How to Apply**

To apply, please submit your cover letter and résumé outlining your qualifications and vision for the long track high performance program to:

**Joe Morissette**

Chief Executive Officer, Speed Skating Canada

Email: [HPDLApplications@speedskating.ca](mailto:HPDLApplications@speedskating.ca)

*The position will remain open until filled. Only those selected for an interview will be contacted.*

*SSC is committed to ensuring our recruitment and selection processes and work environment are inclusive and barrier-free. We celebrate the diversity of our people and believe that bringing together individuals with diverse backgrounds, experiences, perspectives, and strengths makes our team stronger. Accommodations are available upon request during all stages of the selection process.*