

Field Hockey Canada: Targeted Athlete Pathway Manager



Field Hockey Canada (FHC) is the national sport governing body responsible for the governance, growth, and promotion of field hockey in Canada. Following the launch of FHC's Targeted Athlete Strategy, FHC is creating this new position of Pathway Manager to lead implementation of the strategy across Canada. This is a critical position in shaping the future of the sport as it leads the pathway for the next generation of international players.

Working alongside an experienced high performance leadership team, the Pathway Manager will lead all aspects of the implementation of the strategy. Central to this is the national roll out of FHC's Targeted Athlete Program following a successful pilot this Spring. This is a dynamic role which demands a resourceful, meticulous approach and comfort at successfully delivering to multiple priorities, under strict timelines. The successful candidate will have hands-on experience in sports administration.

Primary Responsibilities:

This role is responsible for leadership and delivery of the Targeted Athlete Strategy (TAS). This strategy delivers a clear pathway for talented athletes across Canada, with athlete development delivered through an aligned national Targeted Athlete Program (TAP) which identifies and trains high potential athletes. The training environment is designed to accelerate athlete development and allow progress into the NextGen programs, where NextGen represents athletes deemed to be 6-8 years off World podium performances.

National Talent Pathway Leadership

- This position leads the talent pathway and works with NextGen, Junior and Senior high-performance leaders to ensure the pathway for Canadian athletes is aligned, seamless, and transparent for all athletes and the community as a whole
- Leading the pathway encompasses management of local training and competitive elements. Critically, it links to school, club, and provincial partners to manage athlete training and competitive load.

Accountabilities: Targeted Athlete Program (TAP)

- Overall Program budget and management of budget for TAP inclusive of all regional hubs
- Oversight of TAP Program YTP, National Calendar + Quad Plan in coordination with HP lead and NG Director
- Liaise and coordinate with NextGen Director for program alignments, athlete management, and progression.
- Identify & deliver Sport Science, Medicine & Innovation processes and program needs across all areas, find efficiencies where possible.
- Oversight and driving of FHC / TAP cultural expectations – Behaviors, activities, values, volunteering, give back processes etc. in coordination with NG Director and FHC Leadership

- Oversight of TAP Performance Education – Nutrition, MP, pathway conversations, set up of performance education sessions across all programs and geography. Coordination and alignment of Performance education with NextGen Programs.
- Implement common use of Sport Session Planner for shared KPI, delivery standards, shared on field drills and activities etc.
- With support of Coach Education / Mentorship staff and volunteers, develop standards and processes for use of a structured mentorship / coach development and feedback / reporting process for accountable performance in coaching.
- Work with Membership Coordinator for Program registration set up – FRED etc. for all regional hub programs. Ensure all athletes are registered and paid.
- Work with FHC Clothing lead to ensure all athletes and staff have mandatory training uniforms
- Lead TAP communication with PSO's and Clubs
- Work with the FHC Communications team to keep website up to date and current
- Support Technical Specialist training programs in TAP regions (i.e. GK training plans in coordination with NextGen Staff)
- Work with PSO's to develop TAP hubs in alignment with the 5-year projection goals of the Targeted Athlete Strategy. This may include TAP programs launched in Atlantic, Quebec, Manitoba, BC Interior, BC Island and multiple regions of Ontario.
- Athlete ID – ensure FHC TAP has a presence and attends domestic events for athlete ID all age groups (both club/school and NC's)
- Works with Regional Hub Leads, and NextGen Director to create and manage pathway lists, TAP + Tiered NG and integration between TAP-> NG when appropriate. Coordinating with coaches for Athlete Gap Analysis and evaluations
- Assist FHC Leadership in identifying Regional HUB Administrative Leads and ensure program schedule, facility booking and YTP is activated and service level in all regions is aligned.
- Assist FHC Leadership in identifying Regional Coaching Staff, manage coaching contracts and invoicing for Head, Assistant and Technical Coaches.
- Coordinate with each regional HUB lead to ensure the program follows the FHC standard YTP, Budget, registration and delivery standards.

Accountabilities: Youth National Teams

- Working in collaboration with the high-performance leadership team, the Pathway Manager will be a key part of the implementation of a regular Youth National Team Competition Plan.
- Oversight of management teams for Canada National Teams at under 16 and under 18 age groups
- Support the management and execution of the Annual Training and competition needs for Youth National Teams as outlined by high performance leadership in the YTP.

Working Conditions

- A combination of on field and office work is required.
- Travel is required.

- Required to work irregular hours and on occasion, be on-call for emergencies for time sensitive and priority issues

Experience and Qualifications

The ideal candidate will be an outstanding administrator, communicator, and relationship builder. Ideally, they will have a degree and experience in sport and / or project management related discipline. The candidate must align to FHC's values and have a strong orientation towards working as a team. The ideal attributes and qualifications the candidate should possess include:

- Forward focused and positive team orientation with the ability to effectively manage rapidly changing environments under pressure.
- A strong understanding of the Canadian sport system
- Between 2-4 years of progressive experience in sport system management
- Post-secondary degree required: related to sport management is an asset
- Competent working with Word, Excel, Outlook and Windows
- Experience in developing budgets and programs
- Ability to work with limited supervision
- Flexibility to manage competing priorities and timelines.
- Strong leadership abilities
- Strong people and program management skills
- Demonstrated critical thinking related to program planning and evaluation
- Bilingualism an asset

Terms and Conditions

- This position will be ideally based in Vancouver, British Columbia or Toronto, Ontario. FHC offers a flexible hybrid working model.
- The successful candidate will be required to provide a criminal reference check and complete safe sport training.

How to Apply

If you have the necessary skills and experience, and a passion for working as part of a high-performance team in the service of a better sport and community experience, please submit your resume and covering letter that includes the top 3 reasons why you are the ideal candidate for this position.

Applications are to be submitted electronically by the Application Deadline of 5pm PST on 26th August 2022 to Chief Executive Officer: Susan Ahrens at sahrens@fieldhockey.ca.

Field Hockey Canada is committed to employment equity and encourages applications from all qualified candidates. Field Hockey Canada is committed to providing accommodation for people with disabilities. If you require accommodation, we will work with you to meet your needs.

We appreciate your interest, however, only those applicants who are selected for an interview will be contacted.