

The High Performance Director position is about leadership, management and, of course, high performance.

Effective leadership is a critical component of today's successful high performance programs. A true leader that empowers, supports and challenges staff, clearly articulates the vision, continually measures outcomes against the world's best, makes evidence-based decisions and generates enthusiasm and trust within the Canadian Water Polo community and with its performance partners is what Water Polo Canada is seeking relative to its High Performance Director position.

The ideal candidate will have proven experience and credibility in the area of high performance sport at a senior technical leadership level as well as relevant Olympic Games experience. He/she will also be able to demonstrate superior administrative skills including budget design and monitoring. Having the ability to work effectively in both English and French is an asset as well as is a solid experience within the Canadian High Performance Sport System.

Senior Women's and Senior Men's program head coaches, as well as – if applicable – the Director for Next Generation

Programs (position not currently activated), report to the HPD who reports to the Executive Director.

## **JOB DESCRIPTION**

### **I. TITLE HIGH PERFORMANCE DIRECTOR**

### **II. TITLE OF IMMEDIATE SUPERVISOR**

Executive Director

### **III. MANDATE**

Within WPC's established policies and its Strategic Plan, the High Performance Director (HPD) leads the High Performance Program taken as a whole. He/she is responsible for (a) designing, planning, evaluating all elements of Water Polo Canada's (WPC) high performance system and (b) for overseeing the implementation of the organization's high performance program.

The HPD will be expected to (1) review WPC's technical performance & system and provide relevant analysis to the Executive Director, (2) manage and coordinate the activities of all National Team Programs & National Training Centers staff including Integrated Support Team (IST) personnel as well as other technical staff impacting the high performance pathways, and (3) specific to the high performance area, shape WPC's strategic vision and develop the operational plans. This challenging position encompasses both the Women's and Men's programs.

Additionally, the High Performance Director provides leadership in order to create an effective, coordinated and consistent approach to athlete and coach development in Canada that is based on Long Term Athlete Development (LTAD) principles.

#### **IV. QUALIFICATIONS**

- University degree in kinesiology, physical education, sport management or sports science/business related discipline
- Ten or more years of progressive experience in high performance sport is required, including demonstrable success at a senior level and relevant Olympic Games experience
- Proven record in leading teams to success in a multi-disciplinary, cross-functional environment; delivering on strategic objectives & performance targets
- Superior understanding of strategic high performance sport system planning, implementation, monitoring and evaluation in Olympic Sports at the National & International level
- Ability to work collaboratively as a member of a team of dedicated professionals in the pursuit of common goals
- Driven by and dedicated to excellence in all facets, strives to be leading edge in what she/he is doing and embraces opportunity for continuous improvement
- Open, transparent, respectful, ethical, professional in all dealings and communications and fair approach and behavior
- Exceptionally strong leadership and team-building skills combined with proven sport management, administrative, and financial abilities gained in the public or private sector
- Proven consultative, facilitation and decision-making skills with the ability to build positive relationships with colleagues and a wide variety of stakeholders and partners
- Strong communication & interpersonal skills
- Experience in developing strategies & proposals, defining requirements, preparing reports and various types of documents, and delivering presentations
- The position requires knowledge of the Canadian High Performance Sport System and of the programs of WPC's key sports partners, including Sport Canada, Own the Podium, the Canadian Olympic Committee and National Sport Institutes
- Having the ability to work effectively in both English and French is an asset.

#### **V. KEY RESPONSIBILITIES**

- Leads and oversees the entire WPC High Performance system including athletes and coaches development pathways in accordance with the general objectives established in the Strategic Plan and Board policy
- Contributes to the development of the Water Polo Canada Strategic Plan, including the articulation of multi-year and annual High Performance Program Plans to achieve the established Performance Objectives
- Reviews WPC's technical performance against short, intermediate and long term plans, provides analysis & recommendations, and makes appropriate adjustments as required
- Manages and monitors all National Team Programs and National Training Centers staff including IST personnel as well as other technical staff impacting the high performance pathways, ensuring that their responsibilities, authorities, and accountabilities are clearly defined, understood, carried out, and evaluated
- Provides leadership and directions to WPC staff in the area of elite coach education
  
- Designs and implements a Professional Development program for WPC National Team Program Coaches and staff and hold them accountable relative to this important component
- Determines the budgets, controls and accounts for all funds with respect to all WPC high performance programs and National Team Program Projects
- Maintains and builds international relationships
- Working very closely with the Head Coaches, ensures that strong international training and competition calendar are

designed for all NT's

- Works on FINA/UANA appointments (together with NT Working Group or equivalent)
- Establishes and directs the communication of National Team programs, policies and procedures to all current and prospective National Team athletes and National Program Coaches
- Oversees National Team programs selection process
- Represents WPC's high performance program within the sport and to key external partners - specifically Own the Podium (OTP), the Canadian Olympic Committee (COC), the Canadian Sport Institutes (CSIs) and others as appropriate
- Acts as Water Polo Canada Team Leader as needed, and specifically at Pan Am and Olympic Games as well as at FINA World Championships
- Helps in developing the curriculum, attends and presents at the annual Leadership Summit and similar events
- Ensure the completion and implementation of WPC Performance Pathway (PP) and Gold Medal Profile (GMP) projects
- In conjunction with the Domestic Development Director, provides leadership in the development and the implementation of provincially or nationally-run athlete development programs to create an effective athlete and coach development pathway that is based on LTAD principles
- Executes other duties related to the nature of the position, as determined from time to time by WPC's Executive Director including special projects or initiatives.

## **VI. KEY RELATIONSHIPS**

- Works in close collaboration with the Executive Director, who retains the ultimate financial responsibility within the approved annual budget.
- Works with the Women's Senior National Team Program Head Coach, the Men's Senior National Team Program Head Coach, the Director of Next Generation Programs (position not currently activated), the High Performance Manager and other WPC's national office staff or High Performance Program contractors to ensure implementation of WPC directives.
- Works in concert with and provides leadership to appropriate Water Polo Canada's Committees.
- Works with Water Polo Canada program partners, including Sport Canada, Own the Podium, the Canadian Olympic Committee, Canadian Sport Institutes, the FINA, the UANA, Aquatics Canada, etc. on files related to the HPD portfolio.
- Works with both Senior Programs Head Coaches and other National Coaches to continually improve the quality of WPC's programs.

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