



JOB POSTING CANADIAN FENCING FEDERATION

POSITION: HIGH PERFORMANCE DIRECTOR

Application Deadline: August 6th, 2010

The Opportunity:

The Canadian Fencing Federation (CFF) is the national sport governing body for Fencing in Canada. The association liaises with the provincial sport governing bodies, its major training centers, leads implementation of a long term athlete development model, and is responsible for the selection and preparation of all of Canada's teams which compete in the World Championships and major multi-sport Games, including the Olympic Games.

The CFF mission statement is to enrich the lives of Canadians through the sport of fencing in partnership with our stakeholders by building a common plan for success. The association is seeking a High Performance Director to be responsible for the management and administration of the associations Own the Podium (OTP) funded high performance programs and services. Fencing is a Pan American and Olympic sport participating annually in World Championships.

The HPD is responsible for the leadership of national high performance training programmes of the Canadian Fencing Federation (CFF). By leading a team of international calibre coaches and specialists, the primary challenge is to maintain and improve Canada's international success and status in the sport of fencing with a goal of podium potential for the London Olympic Games and sustainability beyond.

The major challenge of the position lies in the responsibility to produce international success as demonstrated by podium performances at World Championships and Major Games and the development of a strong, sustainable feeder system through which the next generation of champions will be produced.

The High Performance Director is responsible for the leadership, development, planning and management of the operational aspects of the HP programmes within the strategic and policy framework of the organization as demonstrated by results of all national team programs and initiatives, transparent decision making and the execution of development programs capable of producing future world calibre national team athletes.

GENERAL RESPONSIBILITY

The High Performance Director will work closely with high performance coaches in creating a coaching team that works with elite, development and junior athletes from across the country and will liaise with relevant Committees of the Fencing Canada Board of Directors as well as staff and volunteers from the Provincial Governing Bodies.

Key Responsibility Areas

- (1) Planning and implementation of all national team activities including quadrennial and annual plans.
- (2) Communication of the HP programmes and decisions in a transparent and open manner to the athletes, coaches, Board and membership.
- (3) Team building to ensure that all partners in creating success are working together for the benefit of the programmes. Work for a closer integration of provincial and national HP programmes.
- (4) Ongoing review and monitoring of high performance objectives in strategic plan, to measurable outcomes.
- (5) Administration of all aspects of high performance management including World Cup, World Championships and Major Games
- (6) Develop / manage criteria for:
 - i. Athlete Assistance Program (AAP “carding”)
 - ii. National Team Athlete selection and entry criteria for World Championships and Major Games
 - iii. National Team Coach selection criteria for World Championships and Major Games
 - iv. Annual direct financial support for athletes

KEY PERFORMANCE INDICATORS

The successful implementation of the high performance plan, including

- Monitoring international results, in line with targets agreed by Sport Canada and OTP
- Successful development of elite athlete pathway within Canadian Fencing
- Successful implementation of CFF Selection Policy
- Manage the HP operations for the delivery of outcomes on time and within budget
- Ensuring that all HP staff and coaches have opportunities for personal career development and growth as it relates to their position.

DESIRED QUALIFICATIONS, SKILLS AND KNOWLEDGE

Essential

- Demonstrated competency in delivering an elite sports program
- Understanding of the needs and challenges of elite athlete high performance programs
- A high level of organisational and management skills
- Strong written and oral communication skills

- Competency in planning, evaluation and reporting
- Capacity to take personal responsibility for directing and monitoring program operations while working cooperatively with other staff and generating a 'team atmosphere'
- Demonstrated leadership in team building
- Fluency in French and English

Desirable Assets

- Sound knowledge of national and provincial fencing infrastructure
- Understanding of Federal government elite sport systems
- Experience in elite sporting team management
- A level of operational IT competency
- Coach certification and relevant tertiary education or training would be an advantage

Working Environment

- Note that this is a home based position
- The CFF will provide all of the necessary resources to set-up a home based office
- This position does require some travel
- This position requires evening and weekend hours

Compensation

Commensurate with experience

Applications for the Position

The CFF hires on the basis of merit. It is committed to the principle of equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications for the position must be received no later than the end of business **6th August, 2010**. This application Deadline may be extended at the discretion of the Association. Please e-mail your résumé to:

High Performance Director Hiring Committee

C/O Doug Hannum, Executive Director by email only: ed@fencing.ca

We thank all applicants for their interest. However only those selected for an interview will be contacted.

Note: A detailed position description is available on the CFF website (www.fencing.ca).

- **This position is financially supported by the Government of Canada – Sport Canada and Own the Podium**