



Field Hockey Canada Technical Director

Position: Technical Director
Status: Full Time Contract Position
Location: Vancouver, BC, Canada
Reporting: CEO/Senior Lead, and functional link/ working relationship with the National Performance Director

Nature of the Position: Field Hockey Canada (FHC) is the national sport governing body for the development and growth of Field Hockey in Canada. Among its responsibilities, the association selects and prepares Canada's teams that participate in international competitions including continental championships, World Championships, and major multi-sport games (eg. Olympic Games, Pan Am Games and Commonwealth Games).

Key Relationships: National Performance Director (PD), National Senior and Junior Coaches, FHC Board members and volunteers (national and provincial) FHC staff and (national and provincial) and Centers of Excellence (COE)

Key responsibilities include:

The primary focus of this role is to lead and implement the Field Hockey Canada technical development program inclusive of athlete development (LTHD), coaching development, officials' development and the LTHD strategy.

This will be accomplished through:

- Lead and support the Field Hockey Canada (FHC) development strategy and implementation process
- Responsible for project management, including annual planning, budget management and the assessment of strategic opportunities
- Inspire and provide leadership to FHC provincial members, Centers of Excellence (COE's) and development coaches
- Build strong leadership and capacity to support the technical development strategy and implementation
- Ensure linkage, alignment and implementation of the FHC development and HP strategy

Specific responsibilities include:

Program Development: Long Term Hockey Development (LTHD)

- Lead and manage the LTHD strategy and implementation within FHC inclusive of:
 - Define and communicate LTHD national strategy and development plans
 - Identify and evaluate best practices to improve delivery of development programs

- Support alignment of provincial development programs with LTHD and sharing implementation strategies and best practices for athletes, coaches and officials
- Promote the creation and adoption of standardized assessment and development tools for athletes pre the national team level
- Source technical development resources and recommend age appropriate skills training and development .e.g. sessions for publication in FHC publications and on the LTHD website, provincial workshops
- Manage and support the validation process of technical material for LTHD delivery
- Provide leadership in maintaining and strengthening FHC's relations with all member provinces and COE's

Planning and Monitoring

- Manage and implement program strategy(coaching, LTHD and officials) for targeted COE's, and member provinces
- Ensure performance metrics and strategy evaluation process is in place for all aspects of the FHC technical strategy
- Provide communication updates on technical development strategy, implementation plans and progress to the performance director, high performance round table and key partners as required
- Ensure that all decision making is in alignment with FHC values and strategy
- Ensure that policy and procedural infrastructure is in place to support technical development strategy implementation

National Coaches and Officials

- Provide leadership and guidance for the delivery of all coach development programs
- Develop and support the talent identification and recruitment strategy for coaches and umpires
- Provide professional development and consultation opportunities for club and provincial coaches
- Develop pre-national team level strategies and best practices to address coach development gaps identified by PD and national coaches
- Establish and support the NCCP coach leadership assessment and development program

Financial Management

- Manage the overall development budget
- Accountable to the FHC PD for clear and timely financial reporting
- Ensure financial accountability for committed deliverables

Qualifications and Experience

- Minimum 5 years experience with strong program management skills, including demonstrated talent in identifying and working with key resource people and leaders
- Experience in the design and delivery of field hockey programs (athlete development, coaching, officials and competition structure)
- Appreciation of the success factors and requirements for a high-performing national sport organization, and the nuances inherent in a geographically large country with diverse needs
- Well developed written and oral communication skills
- Superior people skills in motivating and mentoring talented staff/volunteers and well developed interpersonal skills for work with a wide range of external stakeholders
- Program management, finance, measurement and evaluation skills would be desirable
- Current knowledge of field hockey development best practices (domestically and internationally)
- Ability to travel within Canada and internationally as required
- Ability to communicate effectively in both oral and written form in English is essential and in French is an asset

Skills & Attributes

- Passionate about the sport of Field Hockey and development
- Commitment and a passion to a long term hockey development model within Canada
- Relationship builder with a demonstrated ability to work with athletes, coaches Volunteers and administrators
- Exemplary leadership skills
- Responsible, accountable and trustworthy
- Effective communicator

Salary Range: \$80,000 - \$90,000

Applications for the Position

Application Deadline: June 10, 2011

Start Date: June/July 2011 - March 31, 2013

FHC hires on the basis of merit. It is committed to the principle of equity in employment. All qualified candidates are encouraged to apply; and all applications will be held confidentially with the hiring team. This position is based upon confirmed funding from Sport Canada.

Applications for the position must be received no later than **Friday, June 10, 2011, 5pm (EST)**. This application deadline may be extended at the discretion of the

Association. We thank all candidates in advance. We will however, contact only those selected for an interview.

Forward your resume and three references in confidence to: fhc@fieldhockey.ca with the subject line title: *Application for Field Hockey Canada Technical Director*

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