



# PERFORMANCE DIRECTOR

---

## **INTRODUCTION**

Squash Canada is currently seeking applications to fill the position of Performance Director. This dynamic leader will work closely with the Executive Director and Board of Directors to deliver a performance system, which is capable of producing international level squash players (junior / senior) and delivering the potential for podium finishes in major international competitions. This proven leader will be responsible for leading the design and implementation of all Squash Canada performance programs, national team selection criteria's, policy development, developing talent identification strategies and developing training competencies for international excellence. The ideal candidate will have sound national & international squash coaching / playing experience. The successful candidate will enjoy working in a team environment and demonstrate a professional attitude and ability to work under minimal supervision.

## **ABOUT SQUASH CANADA**

Founded in 1913, Squash Canada is a non-profit, national sport association responsible for the development of athletes, coaches and officials and sets the standards for Canadian Squash. Squash Canada is a proud member of the Pan-American and World Squash Federations and participates in the Panamerican Championships, Commonwealth & Pan-Am Games as well as World Championships at the junior and senior level. Each year Squash Canada hosts nine national championships across the country and works with its provincial and territorial partners to promote the growth and development of squash across the country.

## **JOB DESCRIPTION / RESPONSIBILITIES:**

The position is intended to provide national/international professional technical/coaching expertise (specializing in the Train to Train – Train to Win stages) of Canada's Long Term Athlete Development Strategy. The ideal candidate will have a proven track record in developing players, coaching/managing professional players and national teams. The ideal candidate will have an international playing & coaching background and the candidate will have the organizational leadership required to deliver Squash Canada programs with excellence.

The Director of High Performance will report directly to the Executive Director of Squash Canada and will work closely with Board of Directors of Squash Canada.

## **KEY RESPONSIBILITIES:**

- Provide leadership and technical expertise to design and implement a comprehensive performance system which fosters excellence at all levels (junior / senior)
- Work with Executive Director to develop / maintain Squash Canada's Performance strategic & operational plan's, assist national coaches in the development of annual plans for athletes
- Develop a talent identification program for Squash Canada which identifies coaches / players for national teams & squads
- Develop a player monitoring program, and use of support services (sport science & medicine) as required
- Review/refine Squash Canada National Team selection process, criteria, athletes agreement, Government of Canada Athlete Assistance Program & other high performance policies, handbook as required
- Work closely with national coach / High Performance Committee (HPC) to select players for national teams / squads
- Help in the preparation of the various Canadian National Teams and players for University competition & PSA/WISPA events
- Accompany teams to international competitions if/when required
- Work closely with club & national coaches to help insure athletes have proper training programs, competitive structure planning, and athletes are meeting performance targets
- To effectively communicate the goals and objectives of Squash Canada to various partners and stakeholders

- To lead, manage and effectively conduct national/regional and provincial camps and regroupings
- To have on-going communication with squad athletes, parents and coaches
- Work with Squash Canada and Provincial / Territorial Associations to deliver Squash Canada LTAD & performance strategies
- Assist in the preparation of government grants, budgets and team travel
- Manage National Coach contracts, player agreements, as required
- Develop and manage Squash Canada fundraising initiatives for Performance, National Teams & Organizational priorities
- Establish and coordinate advisory working groups / High Performance Committees to assist with the implementation of projects or activities
- Develop policies and improve the organization's competitive structure - including but not limited to: rankings, competition strategies and event management
- Periodically conduct coach and player reviews during and at the end of each season; develop evaluation procedures for coaches, athletes and all other elements of the high performance program

#### **SKILLS / QUALIFICATIONS:**

- Ideal candidate has a University Degree or equivalent in Physical Education, Physiology or Sport Science, minimum Squash Canada Level 3 or 4 coaching certification **and/or** International Equivalent.
- Proven track record as a player or coach at the national & international level, coaching players on the PSA/WISPA/Collegiate levels
- An established network of respected squash professionals, coaches, technical leaders and personnel
- Knowledge of the CS4L LTAD principles (Canadian Sport for Life - Long Term Athlete Development)
- Ability to work independently, maintain tight work schedules and work flexible hours including some evenings and weekends. Ability to travel regionally, nationally or internationally with squads, teams or attend meetings as technical delegate as required.
- Exceptional technical skills and analytical skills. Proven ability to develop international level competencies/training standards for both developing and professional athletes
- Excellent communication skills (verbal, written). Ability to deal effectively with all program partners (Squash Canada staff, Board of Directors, Provincial / Territorial staff, committees, donors, sponsors, club leaders, partners, and athletes).
- Willingness to make a long term commitment to Squash Canada National Team program to ensure the successful design and implementation of this program
- A demonstrated results oriented, excellence driven leadership style as shown by setting and achieving challenging program objectives over time
- Ability to effectively influence and cooperate with internal & external partners (coaches, parents, players and provincial/national staff)
- Over time, develop a proven international level junior / senior development system which measurably increases both the depth and quality of Canadian players internationally
- Computer literacy with MS Office and email
- Experience in negotiating sponsorship and developing fundraising initiatives
- Financial & budgetary knowledge and understanding of business, non-profit sport and government

#### **COMPENSATION:**

Squash Canada offers a competitive salary and benefits package (commensurate with applicant's qualifications and experience)

#### **GENERAL INFORMATION:**

- The successful candidate will be a part of the senior management of Squash Canada
- The position will be ideally based in Toronto, ON however from time to time the successful candidate will be required to travel within Canada and/or abroad

**APPLICATION PROCESS:**

This position will remain open until the successful candidate is selected. Candidates are asked to include a cover letter along with a detailed resume and the names and contact details (title, phone, email) of two references. They should be emailed or mailed to:

**Danny Da Costa**

*Executive Director*

**Squash Canada**

Email: [ddacosta@squash.ca](mailto:ddacosta@squash.ca)

Mail: #401 – 2197 Riverside Drive, Ottawa, ON, K1H 7X3, Canada

We thank all applicants for their interest and we will only contact those candidates whose skills and experience best match the requirements of this position. All applications will be treated in strict confidence. Squash Canada is an equal opportunity employer.