
JOB PROFILE

HIGH PERFORMANCE DIRECTOR



Key responsibilities include but are not limited to:

1. National Team Programs

- Develop and deliver the high performance (HP) plan
- Monitor and review the objectives in the HP plan on an ongoing basis
- Oversee the AAP carding criteria and selection criteria for the national team and major games
- Develop athlete monitoring system
- Staff selection to best underpin team requirements and performance objectives for major games, international competitions and training camps
- Providing oversight to and working with the Integrated Services and Technology lead to deliver sport science and medicine services into programs
- Manage all national team programs, inclusive of NextGen and Indoor
- Study and analyze international trends and developments in field hockey
- Provide team leadership

2. High Performance (HP) System

- Lead and direct the NextGen program
- Implement a seamless athlete development pathway to ensure NextGen excellence
- Communicate the vision and goals of the HP program to internal stakeholders
- Provide leadership and technical expertise to HP program stakeholders
- Create and implement talent identification and recruitment strategies
- Review and analyze technical program performance and provide results to CEO and partners
- Review as required and implement the FHC Gold Medal Profile and Podium Pathway
- Develop a recruitment and education strategy for field hockey coaches at the provincial and national level

3. Partnerships and Relationships

- Prepare annual operating plans and other reports as required to partners and funding agencies
- Work collaboratively with Provincial Sports Organizations (PSOs) related to their HP systems
- Serve as an FHC representative on matters related to HP with Sports Canada, Canadian Olympic Committee and Own The Podium
- Identify, prioritize and direct FHC's research and innovation program focused on athlete/team performance



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4. Personnel Management

- Develop and lead the implementation of the FHC HP Plan with staff and ensure ongoing follow up on key performance metrics
- Manage FHC coaches including goal setting, professional development and ongoing supervision
- Conduct bi-annual performance reviews of coaches and staff
- Provide direction and support to NextGen program coaches and staff
- Contribute to succession planning
- Assess and challenge coaching staff on day to day practice and decision making
- Provide a non-judgmental “sounding board” to coaches on program direction and performance

Leadership Expectations:

1. Continuous Improvement Focus / Passion for Excellence

Strong desire to excel at whatever task is at hand, seeking to achieve high levels of professionalism, customer service and quality standards. Actively co-operates to accommodate and implement change initiatives. Identifies opportunities for improvement and constructively challenges traditional assumptions and methods. Encourages others to be creative and innovative.

2. Communication

Communicates ideas and information effectively, using direct and indirect communication methods to ascertain information. Challenges opinions in a positive and respectful manner. Maintains a positive and confident manner when communicating with others with understanding and acceptance.

3. Achieving Results / Team Leadership

Focuses on priorities and remains positive when under pressure. Generates enthusiasm and confidence and has a common purpose. The HPD may have sole responsibility for a key function of projects and is expected to maintain the momentum of their work even under challenging circumstances.

4. Problem Solving

Quick to respond to problems and devise solutions which achieve objectives, making timely decisions and guiding actions in the context of the bigger picture.

