



High Performance Lead – Canada Artistic Swimming

Position Description

Job Title: High Performance Lead

Reports to: Chief Executive Officer (CEO)

Organization: Canada Artistic Swimming

Location: Montreal, QC (close to the National Centre of Excellence at INS-Q), with some domestic and international travel

Start Date: January 2025

About Canada Artistic Swimming

Canada Artistic Swimming (CAS) is the national governing body for the sport of artistic swimming in Canada, responsible for fostering and developing artistic swimming at all levels. CAS is committed to be a World leading nation in Artistic Swimming and to inspire and support all participants to realize their dreams in artistic swimming. With a focus on building a culture of excellence with the values of collaboration, respect, excellence and safety, CAS aims to empower the Canadian style of winning. Our team of professionals works to uphold the highest standards, both in and out of the pool, in alignment with CAS's strategic objectives.

About the Position

As High-Performance Lead, you will lead the development and execution of CAS's high-performance program. This full-time role requires a visionary leader capable of supporting our national program towards podium success at major international events, including World Championships and the Olympics. Working in close collaboration with the CEO, the High-Performance Lead will oversee the delivery of a comprehensive High-Performance Plan, while also taking on a hands-on role with HP athlete development, stakeholder engagement, and program operations.

The High-Performance Lead's responsibilities are multifaceted, driven by Canada's strategic objectives for the Los Angeles 2028 and Brisbane 2032 Olympic cycles. This role includes managing relationships with national and international stakeholders, supporting the enhancement of the athlete and coaching pathway, and ensuring that Canada's high-performance artistic swimming program meets its objectives. The High-Performance Lead will collaborate with coaches and other high-performance staff to deliver a program that sets athletes up for long-term success, transitioning toward achieving a top 5 ranking and podium potential at international competitions.

Key Responsibilities

High Performance Program & Pathway Leadership

- **Develop and Implement the High-Performance Plan:**
Lead the formulation and execution of Canada Artistic Swimming's High Performance Plan, aligning with strategic goals for podium finishes by 2028.
- **Technical Leadership:**
Act as the primary technical lead within CAS, overseeing training frameworks and ensuring technical consistency across programs, particularly for international events.

- **HP Sport Program Evaluation:**
Lead the evaluation process of CAS HP programs in the annual Own the Podium and Sport Canada reviews. Work with and brief OTP sport advisor on progress of CAS HP program..
- **Gold Medal Profile Development:**
Guide the development and application of CAS's Gold Medal Profile to establish high-performance benchmarks for athletes and coaches.
- **Qualification Strategy for Major Games:**
Create and manage strategies for Olympic and World Championship qualification, ensuring effective pathway development for athlete progression.
- **Performance Science Integration:**
Oversee the integration of performance science within the high-performance program, with an emphasis on an Integrated Wellness Plan working with the partners at INS.
- **Athlete Onboarding and Agreements:**
Ensure all athlete agreements and onboarding documentation are completed and in compliance with CAS and Sport Canada guidelines.

Sport Technical Leadership

- **Technical:**
Working collaboratively with CAS staff, Officials and PTSO partners, act as Canada's HP Technical Leader on communicating international rule changes and ensuring understanding and implementation throughout the HP Pathway.
- **Performance Debriefing and Analysis:**
Conduct post-event debriefs and performance evaluations to inform future planning and improve high-performance outcomes.

Performance Environment Management

- **Coach Collaboration:**
Improve the coordination and communication of the team of coaches and athletes. Contribute to weekly Canada Artistic Swimming high performance team meetings
- **Performance Centre Leadership:**
Manage the National Centre of Excellence, coordinating training schedules and liaising with partners for facility and service provision.
- **High-Performance Grants and Funding:**
Administer athlete carding and oversee high-performance grants, including Sport Canada's Athlete Assistance Program, Petro Canada's FACE program and other funding sources.

Stakeholder Management and External Relations

- **Stakeholder Engagement:**
Foster strong relationships with CAS's partners, including Own The Podium, the Canadian Olympic Committee, and provincial organizations.
- **Community Relations:**
Serve as a liaison with the artistic swimming community, including provincial technical directors, to support national-level development initiatives.

- **International Strategy and Competition Bids:**
Lead CAS's international strategy and oversee club bids for attending international events, enhancing CAS's global standing.

Experience and Qualifications

- 4+ years of progressive high performance experience, or a combination of educational and professional experience in a related capacity, ideally with a background in artistic swimming or a similar discipline.
- Demonstrable success in leading teams toward performance outcomes in multidisciplinary, high-pressure environments.
- Strong knowledge of Canada's high-performance sport system, with expertise in talent identification and athlete development pathways.
- Proven track record in managing budgets, coordinating multi-stakeholder partnerships, and leading international events.
- Strong interpersonal and communication skills, with the ability to build and maintain influential relationships across various levels of the sport community.
- Experience in coach development, mentorship, and a solid understanding of safe sport principles.
- Bilingualism in English/French is considered a strong asset.

Working Conditions

This is a permanent, full-time role offering a competitive benefits package as per CAS's HR policies. The role is based in **Montreal, QC**, with some domestic and international travel. Salary will be based on qualifications and experience.

Application Process

To apply, please email your cover letter and resume to info@artisticswimming.ca with "High-Performance Lead" in the subject line by **November 1, 2024**.

- **Interview Rounds:** November 6-8, 2024 (Round 1) and November 14-15, 2024 (Round 2)
- **Expected Start Date:** January 6, 2025 or sooner if available

Only shortlisted candidates will be contacted. CAS is committed to diversity and inclusivity and encourages applications from all qualified individuals.