

## Sail Canada Job Posting – High Performance Director

**Position:** High Performance Director (HPD)  
**Reports to:** Chief Executive Officer (CEO)  
**Location:** Based in Kingston, Remote Work Possible  
**Job Type:** Full-Time Employee  
**Start Date:** Immediately  
**Application Deadline:** March 31st, 2025

### About Sail Canada:

Established in 1931, Sail Canada, previously named Canadian Yachting Association, is the national governing body for the sport of sailing and headquartered in Kingston, Ontario. We are committed to excellence in performance, developing our leaders and training our sailors. The pursuit of Olympic success fuels our focus not only on our Team athletes but also on Canada's next generation of performance sailors, and all the partners, clubs and coaches who support them.

This culture is strewn throughout all that we do. Sail Canada believes that everyone should experience what sailing has to offer and everyone can sail. With the valued support from our partners, the Provincial Sailing Associations and our member clubs and schools, sailing is promoted in all its forms. From dinghies to keelboats, cruising to navigation, windsurfing to powerboating and parasailing, we set standards and deliver programs for Canadians of all ages and abilities.

Facilitating programs from home pond to podium – we set sail to win and sail for life. Sail Canada is the national governing body for the sport of sailing in Canada. We are dedicated to fostering a high-performance culture that ensures success on the international stage, including the Olympic Games and World Championships.

### Position Overview:

Sail Canada is seeking a visionary and results and values driven High Performance Director (HPD) to lead its national high-performance sailing programs. Reporting to the CEO, the HPD will shape the strategic direction and implementation of competitive sailing initiatives, ensuring Canadian athletes excel on the world stage.

## **Key Responsibilities:**

- Foster a transparent, collaborative, and team-oriented environment, engaging athletes, coaches, and partners in the process of achieving high-performance goals.
- Develop and execute a comprehensive high-performance plan aligned with long-term goals for international success.
- Oversee national team operations, athlete development, and coaching strategies.
- Manage high-performance program budgets, ensuring financial accountability.
- Drive talent identification and recruitment for the Canadian Sailing Team and Development Squad.
- Collaborate with stakeholders, including Sport Canada, Canadian Olympic Committee, Own the Podium, Canadian Sport Institutes and National Training Centers leaders.
- Lead and mentor coaching staff, fostering a culture of excellence and continuous improvement.
- Oversee the planning and execution of training programs, development camps, and major competitions.

## **Qualifications:**

- Bachelor's degree, ideally in kinesiology, physical education, sports science, sports management, business management, or related field; or an equivalent combination of education and experience.
- Minimum of seven (7) years' experience in high-performance sports leadership at the provincial, national, and international levels, with a minimum of two (2) years of experience at a senior management level including the management of people.
- Experience developing and implementing strategic plans for athlete and program development.
- Strong financial management skills, including experience creating and managing a program budget and resource allocation.
- Exceptional leadership and communication skills, with experience managing multidisciplinary teams.
- In-depth knowledge of international competitions and Olympic-level coaching practices obtained through either past athlete attendance or coaching at an international level.

- Passion for high performance sport development, athlete development, and a continuous improvement mindset.
- Ability to work independently, maintain tight deadlines, work evenings and weekends as required, and strong interpersonal skills.
- Computer literacy with MS Office, knowledge and comfort with web-based platforms is required.
- Excellent language skills orally and written in English; the ability to work effectively in French is an asset, although not required.
- World Championship and/or Olympic medal winning experience as a coach, support staff, or athlete is considered an asset.

### **What We Offer:**

- An opportunity to bring new perspectives on high performance to shape the future of Canadian sailing on the global stage.
- A collaborative and dynamic work environment.
- Compensation is commensurate with experience and qualifications.
- Comprehensive benefits package including health and dental, RRSP matching, vacation and extended health care.

### **General Comments:**

- The successful candidate will be required to undergo a Police Check and Vulnerable Sector Screening prior to onboarding as a condition of employment.
- Ability to travel regionally, nationally or internationally with sailing athletes and coaches is required. Successful candidates must possess or are willing to obtain a passport.
- This is a permanent full-time position. The HPD is part of the senior leadership team within Sail Canada and is responsible for other full-time employees, contractors, and athletes within the high performance program.
- Applicants must be legally entitled to work in Canada.

## How to Apply:

Sail Canada is deeply committed to fostering a diverse, equitable, and inclusive workplace that reflects the rich diversity of the communities we serve. We believe that a wide range of perspectives, experiences, and backgrounds strengthens our organization and enhances our ability to achieve excellence on and off the water. As an equal opportunity employer, we welcome applications from individuals of all identities, including those from underrepresented and marginalized communities. Sail Canada is dedicated to creating an environment where everyone feels valued, respected, and empowered to contribute their best.

Interested candidates are invited to submit their resume and a cover letter detailing their experience and vision for high-performance sailing to [hr@sailing.ca](mailto:hr@sailing.ca) by the application deadline of March 31st, 2025.

Join us in driving Canadian sailing excellence! We appreciate your interest, however only those shortlisted applicants will be contacted.