



CANADIAN SPORT CENTRE MANITOBA EXECUTIVE DIRECTOR

IS THIS OPPORTUNITY RIGHT FOR YOU?

Are you a passionate advocate for sport with a proven track record in leadership, relationship building and financial management? Do you have the vision and energy to inspire athletes and coaches at the highest levels? The **Canadian Sport Centre Manitoba (CSCM)** is seeking an **Executive Director** to take the reins of this forward-looking organization and drive the success of Manitoba's top athletes. This is your chance to make a significant impact on the future of high-performance sport in Canada, supporting athletes and coaches in Manitoba in their pursuit of podium performances at national and international competitions.

If you are looking for a challenge that blends strategic leadership, operational excellence and a passion for sport, this role is for you.

ABOUT THE CANADIAN SPORT CENTRE MANITOBA (CSCM)

CSCM is the hub for high performance sport in Manitoba, supporting current and aspiring Olympic and Paralympic athletes. The Centre's top-tier sport science team provides physiology, biomechanics, strength and conditioning, dietetics and sport psychology services that complement the technical training athletes receive from their coaches. CSCM works with extraordinary young people who have the potential to become not only national and provincial sports heroes, but also inspirational leaders, social advocates and mentors for future generations.

CSCM was created as one of the many legacies of the 1999 Pan American Games held in Winnipeg. CSCM is recognized as the home of Olympic and Paralympic athletes' training and development in Manitoba. CSCM is a proud member of the Canadian Olympic and Paralympic Sport Institute Network (COPSIN), which works to provide a world-class, multi-sport daily training environment for athletes and coaches through integrated services and programs to enhance the training environment for athletes and coaches throughout the province.

Why CSCM?

- **Impact:** Lead the development of programs that support athletes and coaches aiming for success at the highest levels, including the Olympics, Paralympics, and world championships.
- **Innovation:** Work in a dynamic, innovative environment where cutting-edge sports science and coaching methodologies are integrated into athlete development.
- **Collaboration:** Lead a highly skilled sport science team that works collaboratively to provide athletes and coaches with tailored support to achieve podium performances at national and international competitions.
- **Passion for Sport:** If you live and breathe sport, CSCM is the place to be. You'll be joining a community of dedicated professionals who share your commitment to excellence in sport.

THE ROLE: WHAT YOU WILL BE DOING

As the **Executive Director**, you will lead all aspects of CSCM's operations and strategic direction, ensuring alignment with national high-performance sport goals. Your leadership will be pivotal in the success of Manitoban athletes on national and international competitions, positioning CSCM as a key player in the sport system. Here's how you'll make an impact:

Strategic Leadership and Vision

- **Guiding Direction:** Collaborates with staff, partners and the Board to develop and implement a vision that inspires, unites and positions CSCM as a leader in high-performance sport.
- **Strategic Alignment:** Ensure CSCM's programs with national Olympic and Paralympic objectives, collaborating with sport bodies to drive athlete development and performance.
- **Innovative Programs:** Integrate advanced sports science and coaching support into athlete programs, leading initiatives to support athletes' pursuit of podium performances

Leadership and Team Development

- **Team Leadership:** Lead a high-performing, cross-functional team, including sport science professionals, to optimize performance in key areas (e.g., biomechanics, psychology, dietetics, injury prevention).
- **Mentorship:** Foster professional development and empower team members to contribute to the success of athletes and the organization.
- **Cultivating Excellence:** Promote a high-performance culture that inspires your team to deliver world-class support to athletes and coaches.

Relationship Building

- **Strategic Partnerships:** Build and maintain strong relationships with key stakeholders, including Sport Canada, Sport Manitoba, national/provincial sport organizations, sponsors, and government agencies.
- **Advocacy:** Act as primary spokesperson for CSCM, representing the needs of athletes and coaches at all levels.
- **Stakeholder Engagement:** Cultivate ongoing relationships with funding bodies, partners, and the broader sport community to ensure the sustainability of CSCM's programs.

Business Operations and Financial Management

- **Financial Health:** Manage CSCM's finances, working with the Board to set and execute long-term financial goals and ensuring accountability.
- **Funding Management:** Secure and manage grants, sponsorships, and funding sources, ensuring compliance with all agreements and delivering measurable outcomes.
- **Operational Oversight:** Oversee day-to-day operations, ensuring efficient resource use, adherence to best practices, and continuous improvement.
- **Risk Management:** Ensure compliance with regulatory requirements and manage organizational risks.

THE IDEAL CANDIDATE

We are looking for someone with:

- **A passion for sport** and a deep commitment to supporting athletes and coaches in their pursuit of excellence.
- **Strong leadership skills** gained from over 10 years of senior leadership experience, with a proven track

record of managing high-performance teams and driving organizational success.

- **Experience in funding and financial management**, ensuring the sustainability of sport programs through strategic funding efforts.
- **A strategic mindset** with the ability to align organizational goals with national and international sport priorities.
- **Exceptional relationship-building skills**, with experience in cultivating and managing partnerships with diverse stakeholders, including government, sponsors, and sport organizations.
- **Experience in building partnerships** and navigating complex stakeholder environments, from government agencies to private-sector sponsors.
- **Experience in national or international sport** is an asset but not required.
- **Fluency in both English and French** is a plus!

CSCM invites exceptional candidates from diverse communities, identities and experiences, to apply. We are looking for a leader who embraces and promotes these values, helping us to create a collaborative and innovative environment where everyone can thrive.

THE SELECTION PROCESS

The process for this important role will involve several stages:

1. **Application Submission:** Submit your resume and cover letter detailing your passion for the role, qualifications, and experience in high-performance sport and leadership. Application deadline is **January 24th at 4:00 pm CT**. Applications should be sent to board@cscm.ca
2. **Screening:** Applications will be reviewed by a shortlisting committee based on the skills, experience and values that align with the position and CSCM's strategic goals. We thank all applicants for their interest, however, only those selected for an interview will be contacted.
3. **Interviews:** Preliminary interviews will be held to dive further into the skills and experience of screened candidates. Select candidates will have an opportunity for a group conversation with direct reports. Final candidates will be invited to make a presentation to members of the Board of Directors, during which you will have the opportunity to discuss your vision for CSCM, the future of high-performance sport in Canada, and how you would lead the organization to new heights. Interviews will commence the week of **February 3rd**.
4. **References & Background Checks:** As part of the final assessment, selected candidates will undergo comprehensive background and reference checks to ensure alignment with the values, skills, and experience required for success in the role. Confidentiality will be maintained throughout the process. The ED will be a participant in the Canadian Safe Sport program. As a result, the successful candidate will have to complete CCES's UCCMS e-learning module and sign the associated consent form.
5. **Selection:** The successful candidate will be offered the position and begin working with the CSCM team to drive the organization's mission forward. Our goal would be to hire our new ED by March.

READY TO MAKE AN IMPACT?

If you are a dynamic leader with a passion for high-performance sport, the **Executive Director** position at CSCM offers you the opportunity to make a lasting impact on Canada's elite athletes. Take the next step in your career. Apply now and lead CSCM to new heights of success!

For further details or to submit your application, please email your resume and cover letter to board@cscm.ca.