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CANADA



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## JOB POSTING | CHIEF - HIGH PERFORMANCE SPORT (CHP)

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### Summary of the role

#### **We currently have a vacancy for a Chief – High Performance Sport (CHP).**

Reporting to CEO the CHP is responsible for the end-to-end design, alignment, delivery, and monitoring of Cycling Canada's sport programs, spanning performance development through to Olympic and Paralympic performance. The role is fundamentally accountable for translating the organization's long-term strategic plan into an integrated, high-performing sport framework by leading athlete and coach development pathways, high performance programs, and performance science initiatives, while fostering a culture of collaboration, excellence, and safe sport. The CHP ensures strong collaboration with internal and external stakeholders across the Canadian and international sport landscape to ensure sustainable competitive success, effective resource utilization, and continuous improvement of programs that advance both participation and podium outcomes.

### About Us

Cycling Canada is the national governing body for cycling in Canada, established in 1882. The organization aims to inspire Canadians to cycle and develop the sport across the country, from amateur to Olympic/Paralympic levels.

As an organization, our **purpose** is simple: inspire Canadians to cycle. Our **mandate** is to holistically develop our sport, putting more Canadians on bikes from coast to coast and more Canadians on podiums around the world. To that end, Cycling Canada has a bold strategic plan to transform our sport in Canada over the next ten years. We will engage, unite and support our partners to collectively develop our community through high quality programs, events and services that are aligned from coast-to-coast.

**Status:** Full Time, Permanent Position

**Location:** This is a hybrid position based out of Cycling Canada's office locations in: Ottawa, ON, Bromont, QC or Milton, ON. Remote applicants may be considered in exceptional circumstances.

**Salary range:** \$120 000 - \$130 000 annually, plus comprehensive health benefits.

## **Specific Responsibilities**

As a CHP, you will contribute to our success by delivering on several key areas of responsibilities including but not limited to:

### **Strategic Leadership & Performance Direction**

- Articulate and champion a clear, compelling High Performance vision that aligns long-term strategy, and system-wide execution.
- Provide overall leadership of Cycling Canada's high-performance program, including long-term planning, prioritization, and decision-making to drive sustained international success across Olympic, Paralympic, World Championship, and professional contexts.
- Contribute to the development and execution of the organization's strategic plan through multi-year and annual operational planning, ensuring continuous monitoring, evaluation, and refinement of performance strategies.

### **Sport System Oversight & Program Excellence**

- Lead and oversee all elements of the sport system, including athlete and coach development, high performance programming, performance sciences, and pathway alignment within the Canadian sport framework.
- Direct the design, implementation, and continuous improvement of programs and policies that support effective development pathways, inclusive environments, and system-wide alignment.
- Apply deep knowledge of the domestic and international cycling landscape, including emerging trends and best practices, to inform strategic and operational decisions and continuously enhance system effectiveness.

### **Stakeholder Engagement & System Alignment**

- Lead strategic engagement with professional teams, trade teams & club structures to align with and advance High Performance objectives, athlete pathways, and performance expectations.
- Build and maintain strong, collaborative relationships with key domestic and international stakeholders including PTSOs, coaches, funding partners, and organizations such as Own the Podium, the Canadian Olympic Committee, and the Canadian Paralympic Committee.
- Navigate complex environments by setting direction and leading communication, negotiation, and conflict resolution efforts that balance competing priorities while maintaining trust, alignment, and accountability across the system.

### **Leadership, Culture & Communication**

- Foster a cohesive, high-performing culture across athletes, coaches, and staff, grounded in shared values, role clarity, and a commitment to excellence.
- Provide clear and strategic communication to internal and external stakeholders, articulating vision, priorities, and decisions effectively.

### **Operational & Financial Stewardship**

- Oversee budgeting, resource allocation, and financial management for high performance programs in collaboration with relevant directors, ensuring responsible stewardship and alignment with strategic priorities.

## Qualifications

- University degree in kinesiology, physical education, sport management/business or sport science related disciplines, or equivalent experience.
- Minimum 10 years of proven experience in elite international sport, including demonstrated success leading high performance programs and teams at elite world championships, Olympic Games, Paralympic Games or professional sport equivalents.
- Proven experience in developing data-informed High Performance plans, defining requirements, preparing reports and delivering presentations.
- Proven experience in building high-performing team culture focused on excellence, accountability, and continuous improvement.
- Deep understanding of the Canadian sport system, including NSO/PSO relationships, Own the Podium, Sport Canada, and the broader High Performance ecosystem.
- The ability to work in English and French is a strong asset.
- Experience working in cycling is an asset.

## Skills and Competencies

- Demonstrated high-performance strategic thinking and planning capability, with the ability to translate vision into actionable, measurable outcomes.
- Strong decision-making skills, including the ability to make timely, informed decisions in complex, high stakes environments.
- Effective communicator able to engage both internal and external stakeholders across technical, operational, and governance contexts.
- Advanced conflict resolution and negotiation skills, with the capacity to manage sensitive issues constructively and maintain system alignment.
- Demonstrated expertise in sport development and high-performance strategy and system design, including the implementation and evaluation of system-wide initiatives that ensure clarity, consistency, and accountability.
- Exceptional team-building and leadership skills, with the ability to lead, develop, and inspire multidisciplinary teams.
- Strong sport technical, administrative, and financial management abilities.
- Demonstrated commitment to performance science, innovation, and evidence-based practice.
- Ability to work collaboratively as part of a senior leadership team, aligning sport priorities with organizational objectives.
- Passion, integrity, sound judgment, and self direction.

## Travel

The CHP will be required to travel to meetings, events or program activities within Canada and internationally.

### **Interested?**

If you are a team player, possess the qualifications, the experience that Cycling Canada requires, and are committed to contributing innovative ideas within a collaborative environment, you may be an ideal candidate for this opportunity.

### **APPLY HERE**

Application deadline: April 30, 2026

Cycling Canada is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without discrimination.

*\*Criminal record and credit checks will be required of the successful candidate prior to hiring.*

*\*\*We thank all applicants for their interest; however, only those selected for an interview will be contacted. We use Artificial Intelligence (AI) technologies to maintain an efficient, fair and transparent hiring process. Our hiring process is never completely automated, and uses AI in conjunction with our recruiting professionals.*