



# HOCKEY CANADA



## JOB POSTING

**POSITION:** PRESIDENT/CEO

**EMPLOYEE:** Vacant

**REPORTS TO:** Chairman of the Board

**LOCATION:** CALGARY

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### THE ORGANIZATION:

World sports leaders, Hockey Canada is the governing body for hockey in Canada and a member of the International Ice Hockey Federation (IIHF), with a membership through its 13 provincial branch associations of over 700,000 players, coaches and officials. Hockey Canada is a not-for-profit organization that creates leading-edge hockey development programs for its members to deliver in communities across Canada, provides consistent rules and regulations and various other membership services from coast to coast, manages numerous regional, national and international hockey championships and events, and leads the operation of all teams that represent Canada in international hockey competition. Hockey Canada's mission is to "lead, develop and promote positive hockey experiences".

### THE POSITION

The CEO leads Hockey Canada to heighten performance and to achieve elevated strategic objectives, drive and achieve organizational excellence, build a strong and successful executive team and organization, lead change and transformation, and ensure a strong client/member-service orientation across our organization. The CEO drives the development and implementation of the strategic plan and objectives with a demonstrated passion for Canadian sport and desire for grassroots development and strong international results.

#### *Strategic Business Planning and Leadership*

- Define and oversee Hockey Canada's operational and overall strategic objectives
- Establish and implement short and long term goals, objectives, policies and operating procedures
- Operate as lead role with Hockey Canada Board, IIHF (International Ice Hockey Federation), NHL (National Hockey League), NHLPA (National Hockey League Players Association), and COC (Canadian Olympic Committee) for all operational issues
- Engage, build, motivate, mentor and manage all operational teams to ensure they remain committed to the organizational objectives of Hockey Canada

- The CEO will inspire vision for the team to achieve continuous improvement and maintain the commitment to the operations of Hockey Canada
- Partner with the Business Leadership Team to represent the company with external groups and stakeholders

#### *NHL/NHLPA/CHL/IIHF Strategy and Relationship*

- Develop ongoing communication and topics for the future growth of hockey in Canada
- Develop long term international strategies for NHL/NHLPA/IIHF
- Oversee and implement long term strategy for International events
- Build and maintain a strong relationship with CHL (Canadian Hockey League)

#### *Board Strategy and Relationship*

- Lead all communication with Chairman of the Board and Board Members
- In collaboration with the Chairman of the Board, identify volunteers and staff for committees and major projects
- Advise the Board, including committees, and formulate policy and planning recommendations
- Communicate regularly with the Board, senior management team and staff, providing sufficient and up-to-date information

#### *Operational Effectiveness*

- Oversee the operational activities of Hockey Canada
- Implement processes and procedures to improve the operating quality and efficiency of Hockey Canada
- Create and maintain a high performance environment through engaged employees
- Evaluate performance of leaders for compliance with established policies and objectives of Hockey Canada and contributions in attaining objectives
- Analyze, document and continually improve business processes and programs
- Act as a lead change agent and transformational leader by applying committed change management principles
- Ensure that all programs and initiatives operate consistently and ethically within the mission and values of Hockey Canada

## **ESSENTIAL SKILLS FOR THIS POSITION:**

- Proven highly successful and strategic leader
- Demonstrated experience in overseeing a wide variety of operational issues in the sporting industry
- Exceptional relationship-building skills; establishes credibility and trust quickly with a wide range of stakeholders; balances drive, energy and entrepreneurialism with political acuity and sensitivity.
- Proven success in leading teams of staff and volunteers in a variety of locations, simultaneously and effectively
- Expertise and demonstrated results regarding:
  - Sport development,
  - Branding,
  - Revenue development (e.g. sponsorship, license and merchandise management, government funding), and
  - Media and public relations
- Proven ability to set and execute a shared vision for the organization that combines strategic and financial results
- Results oriented, the CEO will be driven to succeed on the international podium, while at the same time growing and developing the grassroots level
- The CEO must be comfortable and have experience interacting with and being accountable to a Board of Directors
- Proven track record of building effective client relationships, driving business development, enabling technology and encouraging process improvement
- Demonstrated commitment to community and an ability to integrate community into the fiber of Hockey Canada
- A strong understanding of Hockey Canada and hockey in Canada
- Being highly connected and influential in the hockey and sporting world is required in this role
- Past experience leading a Not for Profit and/or National Sporting Organization will be considered an asset
- An ability to communicate effectively, in both official languages will be considered an asset for the role.

If you are interested in applying for this role, please submit your cover letter and resume to [abarrie@hockeycanada.ca](mailto:abarrie@hockeycanada.ca) by Monday, May 19 by 5PM MDT.

We thank all applicants for their interest. Due to the amount of applications that we receive we will only be contacting candidates that are shortlisted to go through the interview process.