



Job Opportunity

Position Title

High Performance Director (HPD)

Location: Canada

About Nordiq Canada

Nordiq Canada is the national governing body for cross-country skiing in Canada. We lead, support, and inspire world-leading performances and lifelong participation in the sport across the country.

The Opportunity

Reporting to the CEO and serving on the senior management team, the HPD is responsible for developing, leading, and executing the strategic vision and direction of Nordiq Canada's national high performance (NHPP) program.

The HPD will help build and maintain a culture of excellence and develop the systems, plans and accountabilities necessary to lead the national high-performance plan and ensure program alignment along the athlete development pathway. Partner and community engagement are essential.

This is an exciting opportunity for an exceptional sport administrator with strong leadership, communication, and organizational skills to contribute to a high-performance culture focused on achieving podium performances at the Olympic Games, World Championships, and World Cup events.

KEY RESPONSIBILITIES

Leadership, Development, Planning

- Lead and oversee Nordiq Canada's high performance program, aligning with Nordiq Canada's strategic plan within the approved budgetary, operational and governance framework
- Lead the process of developing, implementing, evaluating and updating a rolling quadrennial high performance plan and annual operational plan to ensure sustained international podium results
- Lead, manage and maintain a world-class high-performance culture
- Clearly communicate Nordiq Canada's high performance vision, plan and policies to all high performance staff, integrated support team professionals, coaches, athletes, HP clubs and training centres, and others as they relate to their involvement in the program



- Recruit, lead, develop, direct, unify and evaluate high performance staff and contractors, including succession planning
- Lead the preparation and management of high-performance budgets, including accountability for the operation and expenditures of the high performance program and its staff
- Work with other members of the Nordiq Canada Senior Management Team to ensure programs are aligned to reach common goals and objectives, including contributing to strategic and annual business planning and reporting, and to achieve Nordiq Canada's overall vision and mandate

Stakeholder Engagement

- Manage relationships, programs and processes with Nordiq Canada's external high performance partners, including Own the Podium, Canadian Olympic Committee, Canadian Paralympic Committee, Canadian Sport Institutes, Provincial and Territorial Sport Organizations, Coaching Association of Canada, international associations and other key stakeholders
- Develop system capacity by maximizing the resources that reside within Nordiq Canada's national and international network
- Keep all appropriate individuals, committees and partners informed and engaged through regular consultation, reporting and communication
- Ensure that Nordiq Canada marketing strategies are well supported by HP athletes and program coaches

Requirements

- Demonstrated leadership capability in developing, implementing and leading a successful high performance program, team and culture in an international sport, resulting in podium success at World Championships and/or Olympic Games
- Success leading teams of athletes, coaches and support staff at major international competitions
- Proven ability to build strong relationships and credibility with coaches, support staff and stakeholders
- Strong understanding of Nordiq Canada, Olympic sport and the Canadian sport system
- Strong understanding of the factors that drive international success and ability to effectively harness operational and technical resources



- Demonstrated business skills including planning, budgeting and change management

Skills and Competencies

- The ability to inspire and align many stakeholders to a common vision and plan through outstanding communication, leadership and change management processes
- Good judgment, discretion, tact and the ability to work very well with athletes, coaches, partners, staff and others
- Superior critical thinking skills, including the capacity to identify, appropriately assess and order competing interests and priorities, and to challenge the status quo
- Strong organizational skills and demonstrated capacity to develop and implement practical strategies, plans, and solutions to identified issues and problems

Working Conditions

- Required from time to time to work evenings and weekends
- Required from time to time to travel domestically and internationally

HOW TO APPLY

Interested candidates are invited to submit a resume and cover letter to: bscott@nordiqcanada.ca by April 10th, 2026.

Please include your name and “High Performance Director” in the subject line. Only candidates selected for an interview will be contacted.

Nordiq Canada is committed to employment equity and encourages applications from all qualified candidates. Given equal qualifications, Canadian citizens and permanent residents will be given priority.