

Nordiq Canada
Chief Executive Officer

About Us

As the official governing body of cross-country and para nordic skiing in Canada, Nordiq Canada promotes the growth and development of the sport from grass roots to high performance. Our 80,000 members include athletes, coaches, officials and skiers of all ages and abilities. As a national sport organization, we collaborate with provincial/territorial divisions, clubs and others to provide the leadership, support and resources needed for all Canadians to find their own greatness in our sport, whether they ski for fun and fitness, or they aspire to ski for their country.

Our celebrated National Ski Team is made up of superior athletes in the Olympic and Paralympic streams. What does it take for them to be the best? If you ask our athletes, they will tell you it takes hard work, dedication, and focus. As an organization we know Olympic, Paralympic, and World Championship achievements require significant investment in facilities, equipment, training, coaches, technicians, and opportunities to compete at local races and on the world stage. These investments in high performance will trigger success at every level and for every member — from grassroots to podiums. We believe that when athletes succeed, we all succeed.

The CEO Role

Reporting to the Board of Directors, the CEO is the operational leader of the organization. In collaboration with key stakeholders, the CEO will determine the best path forward and gain alignment on our national high-performance priorities.

The CEO will serve as an advocate for the sport and promote the value of Nordiq Canada with the ski community, the corporate sector, partners, and government. To deliver operational excellence the CEO will champion a positive and collaborative result driven environment. They will elevate the performance and professionalism of the staff, evolve and define organizational structures and disciplined processes, and deepen our engagement with members and strategic partners. To improve Nordiq Canada's financial position, the CEO will authentically integrate a commercial driven mindset into our purpose driven culture. They will increase philanthropic initiatives and identify new streams of revenue and business opportunities that align with the positioning of our brand and our purpose. These efforts will deliver the operational support and financial resources required to achieve the consistent podium results that will raise the profile of the sport and inspire a nation.

In addition to the following skills and experience, this role requires a minimum of 10 years executive management experience primarily gained within a professional or amateur sports organization, business, brand, or property.

- A respected and visible leader who has worked effectively with an engaged board of directors and built consensus with a diverse group of stakeholders in support of the priorities and objectives of an evolving organization.
- Has set the direction and vision for an organization and developed and successfully implemented short and long-term strategic plans. Brings the expertise required to manage organizational and cultural change.
- Proven business and financial acumen. Operates with fiscal responsibility demonstrating strong budgeting, business planning and resource management skills.

- A decisive businessperson who uses sound judgement and approaches problems from a solution-oriented standpoint. **An accountable leader** that has earned the trust and confidence of stakeholders to make the difficult decisions required to achieve longer term strategic objectives.
- Has built a winning culture, developed strong teams and implemented structure and processes to achieve an efficient, effective and high performing organization.
- Experience with government relations/funding, and philanthropy, along with success in leading the development and execution of commercial growth strategies.
- Entrepreneurial, resourceful and competitive. A quick study who is comfortable with ambiguity and uncertainty, sets high standards and is driven to achieve results.
- An effective communicator with a confident and charismatic presence that enhances the image of an organization.
- Knowledge and understanding of amateur sports, National Sport Organizations, the Canadian sport system, sport development, and Safe Sport is preferred.
- Respect and capacity for leading a national organization. Fluency in oral and written English and French is an asset.

How to Apply

Please indicate your interest by **Friday December 13, 2024**, and forward your resume in confidence to connectwithus@lighthousesearch.ca. Nordiq Canada thanks all applicants but only those who will be invited for an interview will be contacted.

Nordiq Canada is committed to building cross country skiing as a sport that reflects and embraces the diversity of Canada and supports a culture that is equitable, open, welcoming, and inclusive.

Indigenous Peoples, members of racialized groups, persons of all sexual orientations and gender identities, and persons with disabilities are encouraged to apply.

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