

Director of Intercollegiate and High Performance Sport (PM6)

Employee Group: Professional/Managerial Position

Faculty/Division: Faculty of Physical Education and Health

**Description:**

Reporting to the Assistant Dean, Co-curricular Physical Activity and Sport, the Director of Intercollegiate and High Performance Sport provides administrative leadership and management to the Intercollegiate Athletics programs and High Performance Sport Programs in the Faculty of Physical Education and Health. The Faculty of Physical Education and Health conducts leading edge-research, undergraduate and graduate degree programs, and co-curricular and community programs, services and facilities. As a member of the senior management team the Director contributes to the development and realization of Faculty wide strategic priorities, linking intercollegiate sport and high performance sport program objectives to the priorities of the Faculty as a whole.

The Director is responsible for ensuring the provision of a wide range of high quality, educationally focused intercollegiate programs for U of T students as well as high performance opportunities for athletes from the University and the broader community who are striving to reach the highest standards of international competition. The Director must have knowledge of the Canadian intercollegiate sports systems, and their links to the sport and athlete development models at the provincial, national and international levels. It is essential that all programs contribute significantly to the overall goals of the University.

The Director is responsible for ensuring that all activities are consistent with relevant University and Faculty policies, guidelines and procedures. The Director provides sound administrative management instilling best practices, policies, procedures and processes that support the strategic objectives for the intercollegiate and high performance programs. The Director is responsible for the oversight of the effective and efficient hosting of related competitions and events that often showcase the University's student-athletes, its programs and facilities. The Director is responsible for maintaining the integrity of the intercollegiate sport program through adherence to and compliance with all Ontario University Athletics (OUA) and Canadian Inter-University Sport (CIS) rules and regulations. The Director is the University's representative at OUA and CIS meetings.

The intercollegiate sports programs and high performance athletes are highly visible and attract the attention of senior University officers, the media, alumnae (i) and the broader local, provincial, national and international communities. The Director is often the spokesperson for the University and Faculty at public events and must ensure that the University and Faculty are viewed in the most positive manner possible.

The Director is responsible for the supervision of all intercollegiate coaches and must ensure that all full-time athletic instructors and part-time coaches reflect the highest standards of educational sport. The Director is responsible for creating annual professional development plans with the athletic instructors and for the general development of all coaches. The Director must keep current with coach education and training opportunities and provide coaches with the training they require to successfully prepare their student-athletes and enhance their abilities and effectiveness. The Director must be accessible and able to attend numerous practices and competitions as well as demonstrate ongoing support to athletes and coaches.

The Director is responsible for building and sustaining excellent relationships with colleagues at sister institutions and is also responsible for forging new partnerships that will further the faculty's mission and develop programs and facilities to enhance the sport opportunities for U of T students and the broader community. The Director maintains gender equity in the provision and implementation of programs as a priority at all times.

<https://utoronto.taleo.net/careersection/10041/jobdetail.ftl?lang=en&job=1000229>

**Qualifications:** (minimum)

**I. EDUCATION:**

University degree in Physical and Health Education, Kinesiology (Master's preferred) or an equivalent combination of education and experience.

Current knowledge of University human resource and financial policies, physical activity and sport programs, trends and services

**II. EXPERIENCE:**

Seven, or more, years of staff management experience, and demonstrated progressive leadership experience in budget planning and financial control in University administration or the public sector and policy and program development including monitoring and evaluating programs.

Possess a commitment to the integrated role sport plays in a research intensive academic institution. Ability to lead a diverse group of coaches in a multi-sport, intercollegiate environment. Commitment to diversity and equity and the ability to lead a diverse student population. A comprehensive understanding of the organization of the University is an asset.

**III. SKILLS:**

Technical understanding of various database software, intermediate to advanced working knowledge of Powerpoint, Excel, Word; demonstrated oral and written communication skills; effective problem solving and negotiation skills. Well developed interpersonal skills with all levels of staff and senior officers. Strong conflict resolution, organizational and administrative skills. Demonstrated skills in training and mentoring staff and managing performance.

**IV. OTHER:**

Exemplary leadership and decision making skills; demonstrated political astuteness and tact; demonstrated negotiation skills; superior communication (including oral, written and public speaking), well developed interpersonal skills with broad and diverse groups. Sensitivity to equity and diversity and demonstrated skill to act on issues/problems/initiatives involving equity and diversity matters in the culture and environment of sport. Results oriented and well developed collaborative management style. Strong conflict resolution skills and the ability to maintain professional decorum and make sound judgments under pressure; ability to frequently adjust priorities; great attention to detail and able to handle matters of a confidential and sensitive nature.

Please apply via the University website at [www.utoronto.ca](http://www.utoronto.ca) or click the link below to go directly to the online application:  
<https://utoronto.taleo.net/careersection/10041/jobdetail.ftl?lang=en&job=1000229>