



Job title	Director, Sport Development
Reports to	Executive Director
Start Date	October 2022

Job purpose

The Director, Sport Development is responsible for the strategic direction and execution of all coach education and athlete development programs for Ontario Basketball and leading the sport development team. This includes responsibilities for leading all development stages within the Long-Term Athlete Development model. The Director is responsible for ensuring a consistent and best in class approach to all Ontario Basketball programs and ensuring that consistent sport development philosophies are incorporated into programming across the organization.

Duties and responsibilities

- Design, implement, manage, and sustain sport development programs for players and coaches that will support consistent excellence across the province of Ontario in accordance with the Canada Basketball LTAD model.
- Develop multi-year strategic and operational plans within a clearly articulated and Board approved financial framework for high performance, youth development and coach education as it relates to all stages of the Long-Term Athlete Development Model & NCCP Coaching Pathway
- Oversee full-time staff managing portfolios and programming within basketball development, including, community development, coach education, and high-performance streams.
- Identify basketball program needs through independent research and in-depth analysis including gathering regular feedback from key Ontario Basketball stakeholders and technical sport experts across the province including athletes, coaches & administrators
- In collaboration with OBA Technical management staff, develop athlete, coach and team selection processes as required for provincial teams
- Establish and manage effective working relationships with targeted volunteer and coach committees
- Work collaboratively with the Executive Director and Director, Business Operations and Finance to prepare, manage, and monitor budgets for all relevant portfolios as a member of the senior management team.
- Build and manage effective working relationships with technical partners and other sports in Ontario
- Design and implement appropriate metrics to assess the effectiveness of basketball programs, manage/monitor against established key performance indicators and provide regular reporting to the Executive Director
- Keep abreast of new technologies and sport development systems within the basketball community and across other sports to ensure Ontario Basketball remains at the cutting edge of athlete and coach development.
- Develop and maintain key policies and procedures including a succession plan for the department
- Focus on Canadian Sport for Life (CS4L) principles, develop optimal player, coach and official development pathway for OBA and its membership.
- Periodically act as a spokesperson and represent the organization at basketball related events to enhance the organizations profile, communicate with stakeholders to keep them informed of OBA's strategic direction.



Qualifications and experience

Qualifications include:

- Proven experience designing and implementing programs incorporating long term athlete development models, coaching pathways and associated strategies
- 10+ years' experience leading sport operations in high-performance sport, youth development, coaching and administration
- Proven leadership qualities in leading and managing a highly effective team
- Experience as a high-performance coach and Sport Director/HP Director/Technical Director is preferred
- Extensive experience working effectively with volunteer committees, stakeholders, and other business partners
- Intimate knowledge of relevant industry standards and practices including knowledge of the athlete and coach development pathways and synergies in Ontario and Canada
- Proven experience with effective budget management, development of KPIs, process improvements and management reporting

Skills and fit:

- Ability to set and achieve strategic objectives
- Ability to effectively manage and mentor direct reports
- Excellent verbal and written communication skills
- Excellent presentation and facilitation skills to a variety of audiences from coaches and athletes, to parents and volunteers, to external partners
- Proven experience as a team player & collaborator
- Ability to multitask and perform in a fast-paced, and rapidly changing environment
- Ability to influence positive change
- Excellent relationship building skills
- Proficient in MS Office

Working conditions

- Travel required at times across the province
- Long hours at times to meet the requirements of the business which will include evenings and weekends
- Must have use of a vehicle and a valid driver's license
- Must have a clear Criminal Record Check / Vulnerable Sector Check
- Must complete NCCPs Safe Sport Training Module and Respect in Sport training for Activity Leaders
- Must complete NCCPs Anti-Racism in Coaching Training Module

To learn more about Ontario Basketball Association, [click here](#).

Any questions on this position can be directed to Mark Thompson (mark@mckinleysolutions.com).

Please submit your resume and cover letter in confidence by **end of day on Friday, September 16, 2022**.

Please note only those selected to move forward will be contacted.