



**Job Title**  
**Reports to**

Manager, High Performance  
Director, Sport

**Job purpose**

At Skate Ontario, developing great athletes and developing great people are not competing priorities. The Manager, High Performance works from that belief every day, leading high performance programming designed to take Ontario athletes to the national and international podium while supporting them as whole human beings along the way. That is not a compromise on excellence. That is our standard of it.

Working closely with the Director, Sport, the Manager, High Performance will lead the planning and delivery of high performance programming across the Train to Train, Train to Compete, and Train to Win stages of the Skate Canada LTD model, translating strategic priorities into operational plans that move athletes forward. Ontario has a strong high performance foundation, and this role is about building on it: raising the bar on what provincial athlete development looks like and positioning Skate Ontario as a leader in how high performance pathways are designed and delivered, not just in Canada, but on the international stage.

The Manager, High Performance works directly with the athletes and coaches across Ontario, developing athletes in all disciplines (singles, pairs, ice dance and synchronized skating) from the Train to Train through to Train to Win levels. This role is a consistent and trusted presence across that network, providing the support that helps clubs and coaches develop Ontario's next generation of high performance athletes.

**Duties and responsibilities**

This role sits at the intersection of vision and execution, for someone who sees the full picture of high performance development in Ontario and takes ownership of moving it forward.

- Lead the planning, implementation, and evaluation of high performance programming across the Train to Train, Train to Compete, and Train to Win stages.
- Contribute to the development and execution of annual operational plans and budgets within a Board-approved financial framework.
- Monitor budgets, prepare reports, and provide analysis to support informed decision-making and continuous improvement.
- Oversee direct funded initiatives (including OHPSI and Quest for Gold) and support Skate Canada Train to Compete and Train to Win programs, attending technical meetings as required.
- Support athletes and coaches through the delivery of meaningful development opportunities, clear performance pathways, and aligned technical resources, with an approach that values the whole athlete alongside their competitive results.
- Establish and maintain strong working relationships with clubs, coaches, officials, and committees.
- Develop and manage provincial team selection processes, tracking systems, and performance metrics to monitor athlete progression and program effectiveness.
- Lead stakeholder communications related to high-performance development
- Ensure consistent, high-quality program delivery across the province.
- Collaborate cross-functionally with internal departments and contribute to broader conversations about sport development in Ontario, bringing a high performance perspective to organizational and sector-wide planning.



- Actively pursue emerging technologies, international best practices, and innovative approaches to high performance development, bringing new thinking into how Skate Ontario builds and supports its athletes.
- Provide regular reporting to the Director, Sport and senior leadership.

### **Qualifications and experience**

You bring real experience inside high performance sport and a genuine point of view on how athletes can be better supported and more fully developed.

- 5+ years of experience in high performance figure skating or athlete development
- Experience in a leadership or supervisory capacity
- Experience working with volunteer committees, coaches, and sport stakeholders
- Strong knowledge of Skate Canada's LTD model and high performance systems
- Experience managing budgets and operational plans
- Experience using online platforms and data tracking systems

The following experience will set you apart and help you hit the ground running:

- Experience working within provincial and/or national sport organizations
- Experience supporting government-funded sport programming
- International competitive, coaching, or officiating experience
- Exposure to international high performance systems, competitions, or training environments

### **Skills and fit**

You are someone who leads with vision, earns trust through consistency, and brings the same level of care to the people around you as you do to the programs you build.

- Strong analytical and reporting capabilities
- A clear vision for what high performance sport development can look like, with the confidence to lead, advocate for, and continuously evolve that vision
- Strong relationship-building and stakeholder management skills
- A genuine commitment to athlete-centered development and the belief that long-term athlete wellbeing and high performance results are not in conflict
- Comfortable working across Microsoft 365 tools (Excel, Word, PowerPoint) and sport management platforms, with an appetite for leveraging artificial intelligence (AI) and emerging technologies to improve how programs are planned, tracked, and delivered

### **Working conditions**

- Full time
- Hybrid Model – Remote/Office based on the needs of the business
- Extended hours on evenings and weekends from time to time will be required to meet the needs of the business
- Frequent travel is required to fulfil the requirements of the position.



The employer is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability.

The employer welcomes and encourages applications from people with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

The employer will use Artificial Intelligence (AI) tools to assist in the assessment of all applications received and determining which applications will proceed through the selection process.

**Salary Range:**

\$60,000 - \$70,000

**Please email PDF Resume and Cover Letter to:**

Chris Mabee

Director of Sport

[Cmabee@skateontario.org](mailto:Cmabee@skateontario.org)

**Closing date:**

July 17, 2026

**Anticipated start date:**

Sept 8, 2026