



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

Job Board Posting



Careers.Indigenous.Link

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DIRECTOR, ATHLETICS & RECREATION

Job ID	63206-5716	
Web Address	https://careers.indigenous.link/viewjob?jobname=63206-5716	
Company	McMaster University	
Location	Hamilton, ON	
Date Posted	From: 2024-06-19	To: 2050-01-01
Job	Type: Full-time	Category: Education

Description

Master University Athletics & Recreation Position: Director, Athletics & Recreation Compensation: \$134,474 - \$201,712 Application Due Date: July 21, 2024 Founded in 1887, McMaster University is a research-intensive, student-centered university dedicated to advancing human and societal health and well-being and has achieved an international reputation as a center of excellence for teaching and learning, innovation, and creativity. Currently, McMaster is home to over 37,000 students, 13,000 staff and 1,000 full-time faculty. As an institution, McMaster is committed to creating a brighter world for all. This starts at home as McMaster University is one of 27 Canadian Institutions who have signed the Okanagan Charter, signifying a commitment to integrating health and well-being into all aspects of campus life. McMaster has been selected as a Hamilton-Niagara Top Employer for the past five years in a row and has also been recognized as one of Canada's Best Diversity Employers for the past seven years. McMaster is unique among U15 institutions in the balance it strikes between research intensiveness on a global scale and a focus on innovative teaching and learning strategies that foster an exceptional student experience. As articulated in its Institutional Priorities & Strategic Framework 2021-2024, McMaster's commitments to inclusion, community, and social responsibility are central to this balance of research and learning excellence. Whether you are an athlete, artist or world traveler, McMaster's student life has something for everyone. McMaster has over 350 student-led clubs on campus, more than 70 international exchange agreements and world-class athletic facilities. Our athletic facilities has been home to multiple National and Provincial championships in the past years. The Department of Athletics & Recreation serves our McMaster University and greater Hamilton communities, offering programs and services, facilities and expertise to support the cultivation of the human potential and wellness in each of us - and we aim to be the best at what we do. We recognize the value in offering active invitations, not just open doors, and are committed to leading and learning alongside our community members to build a strong and inclusive community over time. Our continued evolution into a high performing, collaborative and results-driven work environment is inspired by the drive and determination of our staff, students and student-athletes.

Job Summary: Reporting to the Associate Vice-President (Students and Learning) & Dean of Students (AVP), The Director of Athletics and Recreation is responsible for the strategic development and implementation of all athletics and recreation programs for students, student-athletes, staff, community programs, facilities planning and the operation of the McMaster Sports Medicine and Rehabilitation Clinic. The Director of Athletics and Recreation is a champion for student health and well-being, equity, inclusion and belonging, and the holistic growth and development of students, student-athletes and staff. Building on McMaster's commitment to recreational programs and elite sports, the Director will support the evolution of the Athletics and Recreation Department and advance our leadership in this area. The Director will strengthen the department's key complementary role within the University by aligning with McMaster's academic mission and our institutional commitment to advancing human and societal health and well-being. As the leader of the Athletics & Recreation management team, the Director serves as a key advisor to the AVP on matters both internal and external to A&R. This role, responsible for A&R wide service initiatives will develop collaborative relationships across the McMaster community in addition to representing McMaster with various external organizations and partners. The incumbent will see institution wide initiatives through from conception to implementation to advance the provision of supports and services to an evolving campus community and in response to the changing landscape of sport. This position will ensure processes and systems are in place that foster alignment with services and education strategies that intersect with areas including: the University's Student Wellness Centre, Equity and Inclusion Office, Employee

Health & Safety, Safe Sport, Sports Medicine, and other resources that help to foster student engagement and contribute to developing a positive and inclusive student & staff experience. As the Director, you embody leadership that motivates staff and engages key University partners. Your commitment lies in constantly refining organizational structures, streamlining business processes, and amplifying resources—both financial and human. You navigate external shifts and demands, all while serving the department’s mission. Your unwavering passion for the University and our department fuels inspiration, rallying others to champion our vital role on campus and in the community. This position involves a high degree of independent decision-making, responsibility, and initiative. The incumbent’s actions have department wide implications as the Director will lead initiatives that support and promote Athletics and Recreation programs and services that enable it to re-vitalize existing traditions and build a brand that sets it apart from peer institutions, creates an unrivaled student learning experience and serves to embed McMaster University in the community. The Director plays an important role in the University’s efforts to enhance equity, diversity, inclusivity, and Indigenization and has a proven track record of an inclusive, anti-racist approach to advance a culture of belonging. This position is located in Hamilton, Ontario and flexible work hours, including evenings and weekends are required to support various departmental activities and events and maintain a consistent leadership presence. Key Responsibilities: Provides executive leadership to the McMaster Marauders Athletics and Recreation programs to ensure alignment with institutional goals and the academic mission as well as transform and ensure long-term sustainability of the department:

- Leads the transformation of Athletics and Recreation programming and services, overseeing the design, development, implementation, and evaluation, ensuring student needs are addressed and met.
- Provides direction, structure and key performance indicators (KPIs) to measure and evolve the impact of Athletics and Recreation programs or initiatives on university priority areas.
- Develops and directs the strategic planning and operational planning processes for McMaster Athletics and Recreation department.
- Optimizes financial, operational, physical and human resources to ensure the long-term sustainability of the programs and department including financial optimization and revenue generating opportunities.
- Champions the student and employee experience within A&R, and enables change to ensure required focus.
- Promotes a culture of belonging that embodies A&R values, with a commitment to the university’s equity, diversity, accessibility, inclusivity, and Indigenization initiatives designed to foster an inclusive, supportive, and welcoming environment for individuals with diverse backgrounds and identities.
- Assesses and maximizes assets to increase self-generated revenue through fundraising and strategic sponsorships/partnerships.
- Responsible for working collaboratively with University Advancement, the AVP, and University leadership in strengthening relationships with, alumni, private and corporate donors, community partners and sponsors.
- Represent McMaster A&R at Ontario University Athletics (OUA), U Sports, athletics and other community events.
- Recommends and implements appropriate policies for the replenishment and use of the Athletics Reserve Fund for equipment replacements, upgrades to facilities (to address required accessibility issues) and required expansion projects.
- Develops proposals for capital expansion initiatives based on need and works in partnership with the various groups (Alumni Advancement, Students, Ministry Officials, City Government Officials, Faculty) in the development of a fiscally responsible funding plan. Takes the lead role in any lobbying efforts and initiates actions required to ensure adequate funding and participation by those required (this is a high priority area due to lack of physical space to accommodate high demands).

The Candidate: The ideal candidate should be a visionary, values-driven leader, skilled in developing and executing a holistic set of athletics and recreation programming to enhance student life, create positive culture and advance McMaster’s institutional goals. A strong communicator and listener, they harness the passion and dedication that exists across the department and university to create a cohesive, team-based culture focused on strategic priorities and success. The Director should balance strong leadership skills and business acumen with the ability to genuinely connect with McMaster’s array of partners and communities. The ideal candidate is a natural relationship builder who understands the Director role in a complex institution. Key Qualifications:

- Master’s degree in business administration, education, sports management or a relevant discipline. Proven directorship and managerial experience of 7 - 10 years in student-focused industry or an equivalent combination of education, training and experience.
- Experience in marketing, public relations, and fundraising with the ability to engage a wide range of partner groups in

diverse environments is considered an asset.

- Demonstrated ability to motivate and coach staff, manage high-performance staff including coaches, and the ability to set and move the department forward with related strategic objectives.
- Excellent knowledge of, and sensitivity to, diversity, gender, race, ethnicity, Indigeneity, sexual identity, and socio-economic issues; needs of a diverse student body, including the needs of students with disabilities and multi-faith communities.
- Established reputation at the national and provincial athletic programs in some capacity with an understanding of the administrative, financial and personnel-related responsibilities of an athletics department, including the dynamics of a shared athletics and recreation department.
- Proven problem solving, conflict resolutions skills including sound leadership judgement and discretion.
- Strong analytical skills including needs assessment and program evaluation methodologies.
- Excellent organizational, project management, budget and financial administration, interpersonal, and communication skills exhibiting a high level of tact, professionalism, and diplomacy.
- Strong experience in dealing with and cultivating relationships with governing bodies, sponsors, major donors, community leaders and senior leaders across campus. Excellent ability to interpret and implement policies; committed to fair and transparent processes.

To Apply: Qualified candidates are encouraged to apply online. The application must include: A cover letter A current curriculum vita (CV) Indication of Canadian permanent residency status.

Commitment to Inclusive Excellence: The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity. McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and within the lands protected by the "Dish With One Spoon" wampum agreement. The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from indigenous (First Nations, Metis or Inuit) peoples, members of racialized communities, persons with disabilities, women, and persons who identify as 2SLGBTQ+. As part of McMaster's commitment, all applicants are invited to complete a confidential Applicant Diversity Survey through the online application submission process. The Survey questionnaire requests voluntary self-identification in relation to equity-seeking groups that have historically faced and continue to face barriers in employment. Please refer to the Applicant Diversity Survey - Statement of Collection for additional information. Job applicants requiring accommodation to participate in the hiring process should contact the following to communicate accommodation needs: Human Resources Service Centre at 905-525-9140 ext. 222-HR (22247), or Dripan Jauhal at Jauhald@mcmaster.ca

For more information, visit McMaster University for DIRECTOR, ATHLETICS & RECREATION