

# EXECUTIVE OPPORTUNITY

## Chief Executive Officer



**SPEED  
SKATING  
CANADA**  
**PATINAGE  
DE VITESSE  
CANADA**

### PRIORITY AREAS

#### PARTICIPATION

We support PTSO and club recruitment as we strive to make skating the winter sport of choice across Canada.

#### PATHWAY

We provide a place for everyone within our sport, from grassroots to high performance, and from children to masters

#### PERFORMANCE

We achieve excellence on the world stage by focusing on all aspects of an athlete's development.

### ABOUT THE HIRING ORGANIZATION

Speed Skating Canada (SSC) is the national governing body for speed skating in Canada. Its purpose is to rally, inspire and lead our country's most successful Olympic sport! With offices and training centres across the nation, SSC proudly represents over 13,000 athletes, coaches, officials and volunteers from coast to coast.

#### SSC IS RESPONSIBLE TO:

- organize, coordinate and oversee the sport in Canada, and
- select, train and support short track and long track skaters representing Canada at Winter Olympic Games and other international competitions.

SSC works closely with speed skating bodies in each province and territory [the PTSOs] to coordinate and support the nationwide development of speed skating, from introductory participation to international experience.

Our non-profit organization is governed by a volunteer Board of Directors, elected by our PTSO members and our national athletes. Thanks to a team of 30 passionate and dedicated staff members and many volunteers across Canada, SSC is well managed and provides an energized, friendly and collaborative work environment.

#### MISSION

We build a fun, safe and inclusive speed skating community across Canada that empowers everyone to grow strong and healthy

#### VISION

We inspire excellence on and off the ice.

A set of strong values drive our behaviour, relationships and decision making in everything we do:

- Integrity
- Excellence
- Inclusion
- Empowerment
- Leadership

## THE CEO'S MISSION AT A GLANCE

Speed Skating Canada is an exciting Canadian success story, defined by excellence and high performance. To pursue our journey and help the sport reach its full potential, we are seeking a leader who will think strategically and strive toward greatness. As CEO, you will continue to build on SSC's foundations and solid reputation, and will be fully committed to advancing a productive partnership with athletes, PTSOs, volunteers and external partners to the next level. You will also instill trust amongst SSC's teams, foster a collaborative approach, and bring a refreshed and energetic leadership style.



Building on the existing success of SSC, your primary role as our new leader is to lead and drive this world-class organization with the objective of reaching new heights.

## WHY SHOULD YOU JOIN SSC?

- As one of the international leaders in speed skating, SSC is well positioned to contribute to the growth and success of the sport nationally and internationally. The continuous success of our athletes, combined with our prominent and influential position, provide a striking opportunity to further enhance the sport's visibility and notoriety, to expand the membership and to team up with more strategic partners. Having just completed an Olympic cycle and with a new strategic plan set to begin, SSC is in a good place and time for a new CEO.
- SSC provides a positive, passionate and friendly work environment. The team is experienced, devoted and accomplished. Each individual on the team is highly talented and self-driven to achieve excellence, while supporting one other to ensure success through strong collaboration. As SSC's new CEO, you will therefore lead a team of strong professionals who are eager to advance the organization.
- SSC has made safe sport a priority and respect is at the top of our culture. We are committed to fostering a safe and inclusive environment, free of abuse, harassment, neglect or discrimination – both on and off the ice – for athletes, coaches, officials, volunteers and administrators at all levels of the sport.
- While SSC's head office is traditionally in Ottawa, the organization has training centres in Calgary, Montreal and Quebec City and is truly a national organization. As SSC's new CEO, you will lead an organization with coast to coast operations.

Speed skating includes two similar yet very different disciplines – where skaters reach speeds of 60 km/h with the power of their own kinetic energy. Whether enjoying the grace and power of long track or perfecting the high-flying precision and intensity of short track, competing individually or as part of a team, racing in a pack or against the clock, Canada's speed skating athletes are amongst the best in the world! Joining the organization means that you will become part of a community of champions and that you will be surrounded by people who thrive on excellence and high performance.



# CANDIDATE REQUIREMENTS

What do you Bring to the Table  
as SSC's CEO



## YOU BRING THE FOLLOWING EXPERIENCE:

- You have an understanding of the Canadian sports landscape and ideally, you have held positions where you successfully navigated the sports system.
- You have a solid experience as a leader and have managed federated organizations or business units. You are at ease in an environment where external stakeholders are intrinsic to your day-to-day reality.
- You have demonstrated your ability to manage organizations with multiple domestic and international stakeholders and to navigate in complex environments.
- Your past experiences feature highly strategic functions, operational planning and/or handling of multi-dimensional projects. You have a proven managerial track record and have led operational teams through success.
- Amongst your previous achievements, you have successfully been responsible and accountable for operating within approved financial resources, managed multifaceted operating budgets, and managed sophisticated internal and external financial reporting structures.
- Your experience includes national and/or international programs and activities. You highly value the opportunity to help the organization to shine on the global scene.
- Your background includes key roles or an active involvement in non-profit environments. You have developed a thorough understanding of the non-profit reality but have kept your entrepreneurial spirit and exhibit a strong business mindset.
- You have a solid track record as far as growing sustainable relationships and have proven your business development abilities. You excel at presenting yourself as a true ambassador of your organization, and enjoy building external partnerships and alliances.
- In your previous experiences, you have worked with a board of directors and you believe in the value of a collaborative framework to efficiently leverage the contribution of board members.

# CANDIDATE REQUIREMENTS

## Strengths and Abilities



### Strategic and forward thinking

You have a clear vision and see the big picture. You anticipate forthcoming market trends, you have a holistic perspective on business opportunities, and you understand strategic positioning.



### Collaborative and inclusive leadership

You are accessible and a team player, and you foster a working environment where cooperation and diversity are intrinsic.



### Open with strong communication skills

You are a people person who values transparency and you communicate clearly, with high integrity.



### Empowering and engaging

You trust your teams and enjoy working with self-driven individuals. Valuing and propelling others' talent and performance is important to you.



### Externally focused

You excel at developing and growing partnerships, and you naturally sustain long term relationships. Deal making is in your DNA and you take pride in building and nurturing strong and durable alliances. You are also an accomplished spokesperson and are comfortable addressing fellow sport leaders, political and government representatives, the media and the public.



### Strong advocacy

You are comfortable advocating strongly for the needs of the organization as you represent SSC with institutions and agencies such as Sport Canada, the Canada Olympic Committee, Own the Podium, the Canada Games Council, the International Skating Union, and the training centres across Canada.



### Business acumen

Although you fully understand the reality of non-profit organizations, you are financially literate with strong business management and business development skills. You display a strong executive presence and are at ease navigating government, non-profit, business and corporate environments.



### Driven by sports and performance

You are passionate about sport and are eager to be part of this world. Working around people who strive towards excellence and high performance is a motivating factor for you. Being surrounded by current and future Olympic athletes and contributing to their success feels exciting and energizing.



### Bilingual (spoken and written skills)

You have an ability to work in both official languages, conducting meetings and addressing business issues with staff, stakeholders and partners in French and English.



### Mobile

You are ideally based in one of SSC's operating cities (Calgary, Ottawa, Montreal, Quebec City) and/or are available to travel on a regular basis. You also welcome a team that can include remote and virtual workers.



# POSITION SPECIFICS

## How You Will Impact the Organization

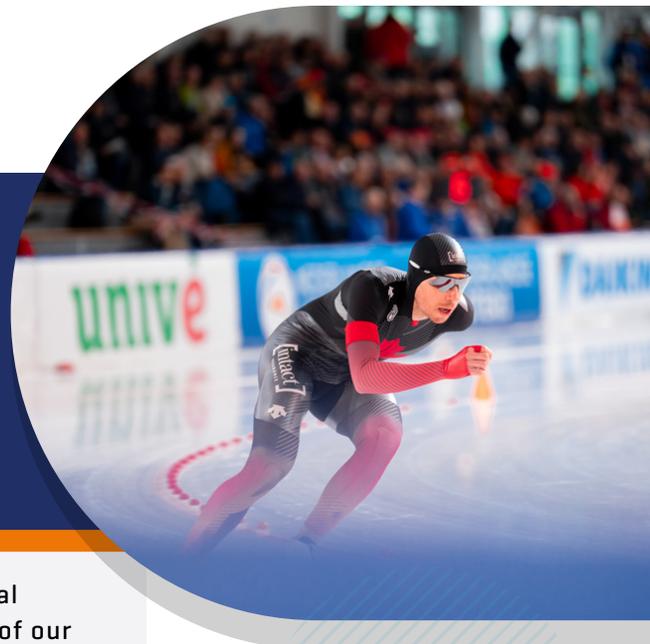
As SSC's CEO, you are responsible for providing leadership and general management of the organization in order to ensure the achievement of our long-term vision and strategic priorities. To this end, you aim at placing SSC in a position of influence within the national sport and international skating communities. You report to and are accountable to the Board, and you work hand in hand with the President (Chair) and Vice-president of the Board to meet the organization's objectives.

### LEADERSHIP

- You provide clear direction and convey transparent messages around SSC's vision and mission, internally and externally.
- You communicate openly and with integrity, ensuring strong internal and external buy-in of SSC's values and corporate objectives.
- You inspire and coach your teams, sparing no effort to rally employees, coaches, athletes, volunteers and PTSOs around a strong unified vision.
- You develop and implement a clear action plan that aligns with SSC's strategic goals, to drive efficiency and sustain SSC's enviable image.
- You instill a culture of performance, yet in a safe and inclusive environment where people are engaged and self-driven.
- You demonstrate the highest standards of personal conduct in everything you do and hold others to the same standard, abiding by the Universal Code of Conduct to Prevent and Address Maltreatment in Sport and Speed Skating Canada's own Code of Conduct.

### OPERATIONS

- You establish an engaging culture that promotes ethical practices, high quality and innovative programs, superior service delivery and exemplary customer/partner support.
- As Chief Executive Officer, you ensure that staff and volunteers work towards the achievement of SSC's goals.
- You ensure that the organization applies sound business practices and consistently delivers high standards of programs, service and support.
- You direct the Management Team and staff in the implementation of the operating plan and policies, maximizing the power of the skills and experience of each of them.
- You build a suitable organizational structure to achieve SSC's long-term vision and strategy.



# POSITION SPECIFICS

## How You Will Impact the Organization



### STRATEGY

- You direct SSC's corporate strategy and budget planning, and you manage the execution of the strategic plan. You monitor ongoing progress regarding the achievement of key objectives, and you take all necessary actions to fulfil the plan.
- You proactively identify/develop new trends in the sports space and generate new opportunities to enhance SSC's goals, image and position of influence.
- You create new strategies to promote speed skating and to help optimize the sport's exposure and visibility. Ultimately, your objective is to grow the sport's popularity and expand SSC's membership.
- You develop and implement a strong strategy to enhance SSC's partner relationship building and to strengthen existing alliances.

### PEOPLE MANAGEMENT

- You build and sustain a safe and engaging culture where staff, volunteers and partners work collaboratively and efficiently.
- You work collaboratively with your direct reports. A team of 4 senior directors -the Leadership Team - reports directly to you.
- You drive employee engagement, and provide training and development to the team. You ensure performance management is adequate and act as a strong coach and mentor.
- You coach and supervise the Leadership Team and are responsible for ensuring all employees are appropriately supervised and evaluated by those to whom they report. You encourage staff to build their skills and experience, including steps to ensure appropriate succession planning.

### EXTERNAL RELATIONS

- Your role implies sustained interactions and strong relationship building with all external agencies, PTSO members and partnering organizations that are likely to impact SSC's ability to achieve its long-term mission.
- As SSC's leader, you are the organization's official representative with Sport Canada, the Canadian Olympic Committee, the COPSIN network, Own the Podium, the Canada Games Council, the International Skating Union, training centres and all other external agencies and organizations. You also act as the general office liaison and official spokesperson for SSC with the media.
- In addition, you are the primary spokesperson with existing and potential partners, suppliers and sponsors, and are responsible for negotiating contracts and agreements.

# POSITION SPECIFICS

## How You Will Impact the Organization



### COLLABORATION WITH THE BOARD

- As CEO, you work in close collaboration with the Board and attend Board meetings.
- You provide counsel and support to the Board in setting strategic direction and in identifying areas of policy development.
- You advise the Board on strategic initiatives to take advantage of emerging trends and opportunities or to avoid threats and risks to the organization.
- You inform the Board of significant external or internal changes, or of events that may affect SSC's strategic priorities, financial projections or budgets.
- You work with the Chair to prepare agendas and materials for the effective functioning of the Board. You support Board members in carrying out research and in collecting information in support of the Board's work plan.
- You also set the overall direction for SSC's Annual General Meeting.

### FINANCE

- As CEO, you are responsible and accountable for operating within approved financial resources of SSC.
- You monitor budget movements, approve reallocations of funds and oversee the management of risks to all of SSC's tangible and intangible assets.
- In collaboration with the Treasurer and Director of Finance, you manage financial contributions from the federal government and other agencies, organizations and corporate partners. You oversee the disbursement and reporting of funds according to contracted terms and conditions.
- You set the overall direction and timeframe for annual budgeting and monitor the status throughout the planning process.
- You act as the primary spokesperson for SSC with funding agencies and financial partners.

### POSITIONING AND PROMOTION OF THE SPORT

- As part of your role, you will continue to build a national and international presence in the sport of speed skating.
- You also work in close collaboration with agencies, sponsors and potential partners to promote the sport.
- At all times, you must ensure that SSC's positive image is safeguarded in the corporate world, in government sectors and the general public, and that the SSC brand is conducive to our ongoing success and marketability.



## **ABOUT B. RILEY FARBER INTERIM MANAGEMENT & EXECUTIVE SEARCH**

Our Executive Search practice focuses on building and enhancing the senior leadership teams of our clients. Our team of experienced recruiters run executive level searches, across all functional areas, and across many industries, including not-for-profit, private and public organizations.

With our broad business experience and a proven candidate-centric approach to search, we have a very deep network nationally, with strong relationships and referral sources to support our robust search methodology. This provides us access to exceptional candidates who may not be easy to uncover using traditional means.

## **ABOUT OCTAVE MÆCENAS**

Octave Mæcenas was founded by passionate, committed executive search specialists whose mission is to take executive recruitment to the next level. Our team of senior talent hunters is focused on depth, and on the excellence of both the client and candidate experience - we are not looking for volume!

Our recruitment process is entirely conducted by our senior partners who personally drive every stage of our strategic searches. Thanks to the team's diverse backgrounds, to our partners' broad expertise and to our collaborative environment, our clients benefit from the comprehensiveness of our collective experience. Octave Mæcenas has acquired a compelling expertise and an enviable credit capital through setting high standards and abiding by its core values. Discipline, structure, excellence, agility and integrity are at the top of our of priorities.

As your strategic partner, our promise is clear: we play a critical role as we support your organization in developing and enhancing your leadership teams and will represent you in the market as your proud ambassador.

# APPLY TODAY

### **CONNECT WITH US:**

**MARIE PINSONNEAULT, OCTAVE**  
[MPINSONNEAULT@OCTAVEMAECENAS.COM](mailto:MPINSONNEAULT@OCTAVEMAECENAS.COM)  
T: 514-889-4921

**CHARLENE BERGMAN, B. RILEY FARBER**  
[CBERGMAN@BRILEYFIN.COM](mailto:CBERGMAN@BRILEYFIN.COM)  
T: 416-496-3752