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JOB POSTING

Director, Business and Member Development

Speed Skating Canada

Speed Skating Canada is looking for an experienced individual to fill the position of Director, Business and Member Development on a *fixed term, parental leave contract*. As a member of the senior leadership team, this position contributes to organizational strategy, planning and decision-making and is accountable for translating SSC's strategic priorities into effective strategies, plans and measurable outcomes within the areas of marketing, communications, membership development, partnerships, revenue generation and events.

- **Position Type:** Fixed Term, Parental Leave Contract (~15 months)
- **Application Deadline:** October 30, 2026
- **Expected Start Date:** February/March 2027
- **Location:** Calgary, Montreal, Quebec City or Ottawa
- **Reports To:** Chief Executive Officer

Who We Are

Speed Skating Canada is the national governing body responsible for the organization, coordination and administration of both short track and long track speed skating in Canada. We are committed to building a fun, safe and inclusive speed skating community across Canada – one that empowers people to grow strong and healthy, supports high performance athletes and coaches in their pursuit of Olympic and international podium performances, and inspires excellence on and off the ice.

In collaboration with key partners – including the International Skating Union, the Canadian Olympic Committee, Sport Canada, and provincial and territorial sport organizations – we lead a unified national approach that supports the development and success of speed skating from grassroots to high performance.

Faster Together

At Speed Skating Canada, our people are at the heart of everything we do because we know that our success comes from empowering individuals and embracing the strength found in our differences. We take a people-first approach to performance, with a culture that's coach-led, athlete-centered, and rooted in respect, trust, and collaboration. We're proud to create an environment where individuals drive our success.

As an equal opportunity employer, we celebrate the diversity of the Canadian community and welcome all qualified applicants to join us in shaping the future of our sport. We will do everything we can within reason to make sure that your interview takes place in an environment that fairly and accurately assesses your skills. If you need assistance or accommodation, please let us know at any stage of the selection process.

Job Purpose

The Director, Business & Member Development is a senior leadership position responsible for providing strategic leadership to Speed Skating Canada's marketing, communications, membership development, partnerships, revenue generation and events portfolios.

As a member of the senior leadership team, the Director contributes to organizational strategy, planning and decision-making and is accountable for translating SSC's strategic priorities into effective strategies, plans and measurable outcomes within the areas of responsibility.

The Director leads and develops a team of managers, provides strategic advice to the CEO and colleagues, and builds effective relationships with partners and stakeholders across the Canadian and international sport system. The incumbent exercises significant judgment in balancing organizational priorities, stakeholder interests, resources, opportunities and risk, and is accountable for delivering results across a diverse portfolio of business and member-facing activities.

Key Accountabilities

Strategic and Organizational Leadership

Provides strategic leadership for SSC's marketing, communications, membership development, partnerships, revenue generation and events portfolios, translating organizational priorities into clear direction, plans and measurable outcomes. Contributes to organizational strategy and decision-making as a member of the senior leadership team, bringing an enterprise-wide perspective to opportunities, challenges and emerging issues. Exercises sound judgment in balancing priorities, partner interests, resources and risk, and provides strategic advice and recommendations to the CEO and colleagues. Leads cross-functional initiatives where responsibilities extend across multiple areas of the organization.

People Leadership

Leads, develops and empowers the managers and teams within the Business & Member Development portfolio, establishing clear priorities, decision-making authority and accountability for results. Builds leadership capability within the team through effective delegation, coaching and development, and fosters a collaborative environment in which people are trusted and supported to lead their respective areas. Establishes clear performance expectations and ensures the team has the direction, resources and support required to deliver organizational priorities.

Marketing, Brand and Communications

Provides strategic leadership for SSC's brand, marketing, digital and communications activities, ensuring they collectively strengthen SSC's profile, reputation, audience engagement, participation and membership. Provides strategic communications counsel on organizational and emerging issues and ensures effective approaches to brand stewardship, media relations, government and partner communications, organizational messaging and crisis communications.

Uses data, audience insights and professional judgment to assess effectiveness, identify opportunities and inform organizational decisions.

Membership and Partner Development

Provides strategic leadership for membership growth, retention, engagement and member experience, working collaboratively across SSC and the broader speed skating system to identify opportunities and address challenges. Builds trusted and productive relationships with PTSOs, clubs and other partners, navigating differing perspectives and interests while advancing shared objectives and strengthening alignment across the Canadian speed skating system. Ensures the programs, systems, policies and initiatives supporting membership development remain aligned with SSC's strategic priorities.

Partnerships and Revenue Development

Provides strategic leadership for SSC's sponsorship, partnership and revenue development activities, with responsibility for identifying, developing and advancing opportunities that grow and diversify SSC's revenues while building and maintaining relationships that create long-term value for SSC and its partners. Works with the CEO and other internal and external resources to identify, prioritize, negotiate and advance revenue opportunities, exercising judgment in balancing commercial opportunities with SSC's strategic objectives, values and commitments. Ensures effective stewardship of relationships with sponsors, partners, donors, alumni and other key partners.

Events

Provides strategic leadership and oversight for the non-technical aspects of SSC-hosted national and international events, ensuring event delivery supports SSC's broader strategic, reputational and stakeholder objectives. Builds and maintains effective senior-level relationships with organizing committees, the ISU, venues, broadcast partners and other partners and provides leadership in navigating complex or emerging event issues. Ensures appropriate planning, budgeting, risk management and evaluation are in place while empowering managers and event teams to lead operational delivery and ensuring lessons learned are incorporated into future hosting and event strategies.

Financial, Risk and Operational Accountability

Provides leadership and accountability for planning, budgeting and resource management across the Business & Member Development portfolio, making informed decisions about priorities and the effective use of organizational resources and ensuring activities are delivered within approved budgets and revenue objectives. Identifies and manages financial, operational, contractual, stakeholder and reputational risks and ensures appropriate systems, controls and processes are in place to meet SSC's commitments. Monitors performance against approved plans and organizational objectives and takes appropriate action when priorities, risks or circumstances change.

Qualifications

- Post-secondary education in business administration, communications, marketing, sport management or a related field, or an equivalent combination of education and relevant experience.

- Significant progressive leadership experience across several of the following areas: marketing, communications, membership or stakeholder development, partnerships, events, business development or a related field.
- Demonstrated experience leading and developing managers and teams and achieving results through others.
- Demonstrated experience developing strategy and translating organizational objectives into plans and results.
- Demonstrated experience providing strategic advice and recommendations to senior executives and/or Boards of Directors.
- Demonstrated ability to establish and maintain effective relationships with senior-level partners, and other external organizations.
- Strong financial and business acumen, including experience with planning, budgeting and resource management.
- Demonstrated ability to exercise sound judgment and manage competing priorities in a complex stakeholder environment.
- Knowledge of the Canadian sport system and/or experience in sport or a comparable member- or stakeholder-based organization is strongly preferred.
- Ability to communicate in both English and French is an asset.

Working Conditions

This is a **fixed-term parental leave contract** anticipated to begin in February/March 2027 and continue for approximately 15 months.

The Director, Business & Member Development works from one of SSC's designated centres. Regular travel and occasional evening and weekend work are required to support organizational meetings, events and other responsibilities.

Direct Reports

- Manager, Marketing and Communications
- Manager, Events and Partnerships
- Manager, Member Development

Key Relationships

- SSC leadership, Board of Directors and relevant Board committees
- Provincial and Territorial Sport Organizations
- Athletes, coaches and National Team representatives
- Government, funding and Canadian sport-system partners
- International Skating Union and other international sport organizations
- Sponsors, commercial partners and media
- Local organizing committees and event partners
- Third-party agencies and service providers

Compensation

Compensation is commensurate with sport organizations of similar size and includes a competitive benefits package, RRSP matching, and a salary determined by the successful candidate's skills and experience.

To Apply

To further explore this opportunity, please submit your resume and cover letter to the contact listed below. The application deadline is **October 30, 2026**.

Contact

Katherine Strong
Senior Coordinator, Leadership and Operations
E applications@speedskating.ca