

Since 1878, Western University has been committed to serving our communities through the pursuit of academic excellence and by providing students, faculty, and community members with life-long opportunities for intellectual, social, and cultural growth. We seek excellent students, faculty, and staff to join us in what has become known as the "Western Experience" - an opportunity to contribute to a better world through the development of new knowledge, new abilities, new connections, and new ways to make a difference.

Student Experience fosters equitable learning environments in which all students can thrive to their full potential. Through our commitment to integrating research, theory, and practice across all of the programs, resources, and supports we provide, Student Experience leads an ecosystem of people, places, and spaces that empower student thriving. Our vision is for all Mustangs to discover their personalized pathway through Western’s rich, wholistic learning environment; engage in brave conversations with our diverse community on and off campus, and develop the courage to be uncomfortable without fear of failure in order to thrive throughout their degree and after graduation.

At Western, the Student Experience portfolio is organized into three inter-dependent pillars that provide the programmes and supports that inspire Western Students to discover themselves; engage with their communities and thrive as learners. These Pillars are: Wellness & Wellbeing (Wellness Education Centre, Health & Wellness Centre, and Student Support & Case Management), Sport & Recreation (Sport, Recreation, and Spirit & Tradition), and Leadership & Learning (Academic Support & Engagement, Careers & Experience, Entrepreneurship, and the Indigenous Student Centre). Professional and student staff working across these three pillars collaborate with student organizations and academic and administrative leaders throughout campus to foster inclusive and wholistic learning environments that maximize the potential of each student.

The **Director, Sport** will provide leadership and management for Western’s Sport programs, and direct and oversee the development, implementation and monitoring of activities aimed at enhancing student-athletes’ academic and athletic success and experience at Western. The incumbent will lead the development and implementation of a strategic plan for Sport that aligns with Western's overall strategic plan, as well as the goals and vision of the Student Experience portfolio. The incumbent will identify and act on opportunities for improvement within their portfolio, and ensure that programs, policies, and procedures are in place to ensure the sport program is positioned to realize its strategy.

The Director oversees and manages the day-to-day operation of the sport program, including directing and overseeing the allocation of financial, human and physical resources, and ensuring appropriate controls are in place to manage risks. The Director will also provide comprehensive and strategic expertise regarding their portfolio to senior leaders at Western, participate on committees and provide coaching and training to staff to ensure that highly efficient, client-focused and responsive services are delivered to the University’s sport community.

**Qualifications**

**Education:**

- Masters Degree in a relevant discipline

- PhD in a relevant field is preferred

- Completion of a professional certification in area of focus is preferred

**Experience:**

- 7 years experience in an elite or competitive sport program, preferably at an educational institution

- 5 years experience managing staff and projects

- Experience administering budgets, managing sport event logistics, and program planning and review

- Experience in strategic planning, implementation and operationalization is preferred

**Knowledge, Skills & Abilities:**

- In-depth knowledge of strategic and program planning and event management techniques and tools

- Strong background and expertise in sport & recreation, with knowledge of the University academic system

- Openness to recognize when change is necessary, and to develop, implement and lead effective change management strategies

- Communication skills with the ability to converse with, write reports for, and deliver presentations to all levels of the organization

- Ability to ensure expenditures and resources are within allotments, and to make appropriate modifications when required

- Ability to establish effective routines for excellent communication with all members of the team to maximize productivity

- Competency to maintain confidentiality and treat sensitive information with discretion

- Innovative and flexible critical thinking skills to adjust to and implement new processes or technology to the University’s advantage

- Ability to draw on diversity of skills, backgrounds and knowledge of people to achieve more effective results

- Ability to understand customer needs and expectations and lead the development of programs and services to directly and indirectly satisfy expectations

- Ability to make decisions and recommendations that are clearly linked to the organization's strategy and goals

- Ability to handle details with a high degree of accuracy and to organize and prioritize a high volume of work to meet deadlines

- Ability to promote individual growth by encouraging others to learn new skills and develop themselves

- Ambitious with the ability to identify opportunities, develop action plans and set challenging goals in order to achieve desired outcomes

- Ability to quickly re-allocate resources and adjust priorities in response to unexpected events or changing circumstances

- Ability to provide guidance to assist others in solving complex problems

- Computer skills with the ability to train others in system usage

- Intermediate computer skills in Microsoft Office Suite

- Influential interpersonal skills that build positive and strong relationships at all levels of the organization

- Capacity to handle risk and uncertainty, while being decisive in ambiguous situations

- Leadership skills with the ability to inspire employees and develop a shared vision to lead a team to excellence

- Ability to lead and develop rigorous recruitment processes, ensure on-going training and development, and performance management

- Ability to search within and outside the formal boundaries of the organization for innovative ways to improve work

- Project management skills to align projects with strategic goals and operational objectives

- Ability to anticipate new trends and identify opportunities to promote the long term goals of the University

- Ability to work independently and effectively as a member of the leadership team to achieve strategic goals

Interested applicants are asked to visit:<https://recruit.uwo.ca> **to apply online to job reference #17396, by midnight on August 29th, 2019.**

The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process.  If you require accommodations for interviews or other meetings, please contact Human Resources at [hrhelp@uwo.ca](mailto:hrhelp@uwo.ca) or phone 519-661-2194.