



University
of Windsor

Director, Athletics

Preamble

The University of Windsor is seeking a highly motivated, dynamic, and engaging individual to provide strategic and operational leadership in the development and delivery of athletic programs and services. The Director, Athletics requires an individual with the demonstrated ability to align athletics with overall institutional priorities, and the skills and expertise to define and lead progressive changes and establish meaningful collaborations. This role will ensure that the department is fiscally responsible and will foster an environment that is diverse, inclusive, safe and reflective of the University's overall mission.

Position Description:

Reporting to the Dean of Human Kinetics, the Director of Athletics is responsible for the strategic leadership, coordination, promotion, and operation of the Lancer Athletics program. In this role, the Director is actively involved in the development and implementation of policies, programs, procedures and guidelines for Athletics in alignment with the vision, philosophy, goals and objectives as outlined in the university's strategic plan. The Director is responsible for all aspects of programming and facilities encompassed within the Lancer Athletics program, including development of integrated and comprehensive strategic plans, resource allocations, human resource management, revenue generation and diversification, facility operation, capital investment and maintenance, establishing and achieving performance targets across core business units (Facility Operations, Marketing, Inter-university Sport, and Finance & Administration) as well as providing direction and guidance to the Lancer Athletics program staff to ensure the safe, effective and efficient delivery of program operations.

The Director serves as an advisor to the Dean and the university more broadly on matters and issues related to Varsity Sport, has a leadership role and interfaces with other campus departments and groups on matters relating to the governance, development, management and operation of the athletic facilities and services. The Director serves as the spokesperson for Lancer Athletics, on campus and with external groups, and is a key member of the Lancer Athletics management team, including drawing the department together into a collaborative, resourceful and supportive team. It also includes generating positive innovation within the department, and with other areas of the campus and stakeholders in the Windsor-Essex community.

In collaboration with the leadership team, the incumbent is responsible for identifying and developing strategies for efficient business operations and fund development to align with the goals and priorities of the Athletics department. Alumni relations, sponsorship, philanthropic initiatives and cultivating long-term relationships with community partners will be critical.

Qualifications

- Master's degree in Sport Management or related area.
- Minimum five (5) years' recent related leadership experience at the post-secondary level.
- Management and supervisory experience are required, preferably in a unionized environment.

Required Knowledge, Skills, and Abilities:

- Ability to promote a culture of inclusion that embodies Lancer Athletics values with a commitment to the University's equity, diversity and inclusion initiatives designed to foster an inclusive, supportive and welcoming environment.
- Knowledge of the various aspects of a high-performance sport model, including coaching, sports medicine, athletic development (strength and conditioning), mental performance, and nutrition.
- Solid financial management, strategic planning, and program development skills.
- Proficient in budget review, fiscal planning, revenue projections and program evaluation.
- Self-motivated and independent thinker.
- Highly developed levels of professional judgment, tact, problem solving and crisis management skills.
- Excellent relationship building skills (internal and external partnerships).
- Comprehensive understanding of university sport and knowledge of USports and OUA regulations.
- Service oriented and capable of dealing with a wide diversity of constituents.
- Ability to market, promote and maximize the revenue generating capacity of Lancer Athletics.
- Media literacy, media relations and written and oral communication skills.
- Strong decision-making skills.
- Diverse human resource management experience and a solid understanding of risk management.
- Proficient user in basic software programs (i.e., Word, Excel, Power Point, etc.).

Preferred Qualifications:

- Bilingual (English/French)

The University of Windsor is a welcoming community that is committed to equity and supports diversity in its teaching, learning, and work environments. In pursuit of the University's Employment Equity Plan, members from the designated groups (Women, Aboriginal Peoples, Visible Minorities, Persons with Disabilities, and Sexual Minorities) are encouraged to apply and to self-identify.

If you need an accommodation for any part of the application and hiring process, please notify the Employment Coordinator (employment@uwindsor.ca). Should you require further information on accommodation, please visit the website of the Office of Human Rights, Equity & Accessibility (OHREA) at www.uwindsor.ca/ohrea.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

APPLICANTS INTERESTED IN THE ABOVE ARE REQUESTED TO SEND YOUR COVER LETTER AND RESUME TO:

employment@uwindsor.ca

ON OR BEFORE:

Friday February 4, 2022 at 4:00PM

We thank all applicants in advance for their interest in the University of Windsor, however, only those under consideration will be contacted. Applications submitted through employment agencies will not be considered.