



EXECUTIVE SEARCH

Chief Executive Officer

Aboriginal Sport Circle





The Organization

The Aboriginal Sport Circle (ASC) is Canada's national voice for Indigenous sport, physical activity, and recreation bringing together the interests of First Nations, Inuit, and Métis people.

Established in 1995, the ASC was created through a national consensus-building process, in response to the need for more accessible and equitable sport and recreation opportunities for Indigenous people. This mandate has expanded to include physical activity. Now, in 2021, there are perceived new opportunities to expand advocacy and program areas to include health, nutrition, physical education, wellness, etc.

As a member-based organization, each regional association carries the mandate to represent the grassroots interests of the Indigenous people in their jurisdiction. It is their collective regional voice that guides the direction of the ASC and establishes its national priorities. The ASC partners with Indigenous and mainstream organizations to bring expertise in athlete and coaching development, physical literacy, and physical activity programs, to Indigenous communities throughout Canada.

The ASC is a partner for the North American Indigenous Games (NAIG), annually hosts the National Aboriginal Hockey Championships (NAHC), oversees the nationwide Aboriginal Coaching Program, and manages the Tom Longboat Awards and Indigenous Coaching Awards. The ASC also works directly with the Federal government with the goal of effecting sport, infrastructure, and health policy change. More information about the ASC can be found [here](#).

Mission

The ASC is a member-based, not-for-profit organization that exists to support the health and wellbeing of Aboriginal peoples and communities through participation in sport, physical activity, and recreation. This work is accomplished directly with ASC member organizations and through strategic partnerships. Specifically, the ASC:

1. Provides a national voice for Aboriginal sport, physical activity, and recreation;
2. Builds capacity at the national, provincial, and territorial levels in the design, delivery, and evaluation of sport, physical activity, and recreation programs that are culturally appropriate for Aboriginal peoples;
3. Ensures national policies and frameworks pertaining to sport, physical activity, and recreation respond to the needs of Aboriginal peoples and communities;
4. Facilitates the development and training of individuals to be effective leaders for Aboriginal participants in sport, physical activity, and recreation;
5. Recognizes and promotes best practices in sport, physical activity, and recreation for Aboriginal peoples;
6. Oversees the development and delivery of national and international programs that enhance the participation of Aboriginal peoples in sport, physical activity, and recreation.

Vision

The ASC strives for:

- Healthier, more active Aboriginal peoples in vibrant communities that are fully engaged in sport, recreation, and physical activity;
- National systems that systemically include Aboriginal peoples and organizations in strategies, initiatives, programs and services;
- Provincial/territorial and local capacity development that serves the unique needs of Aboriginal peoples at community levels;
- Adequately resourced sport, physical activity and recreation systems that are culturally appropriate and enable Aboriginal peoples to achieve success from the playground to the podium;
- Finally, these outcomes have a positive impact on broader sector agendas including, but not limited to, economic development, health, mental health, environment, and justice for all.

Governance

The current Board of Directors brings decades of knowledge and understanding of Indigenous sport, physical activity, and recreation priorities and issues in urban, rural, and on-reserve contexts across the country, as well as extensive experience in Indigenous research and policy development and evaluation at the local, regional, and national level.

The Candidate

Strategist

The ASC is seeking an innovative, experienced, and adaptable leader to serve as its Chief Executive Officer (CEO). Reporting directly to the Board of Directors, the CEO will be responsible for maintaining strong relationships with Indigenous and non-Indigenous stakeholders and implementing the organization's strategic plan, while also supporting the ASC's diverse membership. The CEO will have the unique opportunity to shape the way in which strategic objectives are realized and thereby create a viable future for the organization. Through skillful assessment of emerging policy, social trends and the country's political landscape, the CEO will maximize opportunities and mitigate risks for the organization. A sophisticated and critical thinker, the CEO can confidently move the organization forward knowing they are prepared when well-managed but quickly implemented change is needed. Above all, the CEO is a persuasive advocate who builds strong, influential relationships that position the ASC as an important and reliable contributor to federal, provincial, territorial and Indigenous governmental policy regarding the sport sector in Canada.

Partner and Advocate

The CEO believes in collaborative engagement (both internally and externally) and will represent the organization and its members with integrity, sympathy, and sensitivity. The CEO has an understanding and appreciation for diversity and building intercultural relationships. The CEO is grounded in lived Indigenous experience, has a passion for working directly with grassroots communities, likeminded organizations and government, as well as the ASC's regional membership. Whether assessing government legislation or resolutions, presenting to Indigenous or non-Indigenous government, advocating for opportunity for high performance Indigenous athletes or working with partners to ensure all Indigenous people have reasonable access to sport, physical activity and recreation, the CEO will apply a highly developed natural intelligence, as well as experience, patience, and compassion to build relationships and influence. As the "face" of the ASC, the CEO will ensure the ASC's mission is widely recognized and supported throughout the country.

Leader

The CEO will deliver optimal operational results while remaining respectful of foundational organizational and cultural principles. Responsible to the organization's employees, funders, partners and members, the CEO will ensure that the quality of operational deliverables meet high expectations of excellence and cost-effectiveness. Strong project and task management skills will help meet commitments on time

and ensure compliance to organizational policy, as well as sector rules and regulations. Responsible for the fiscal health of the organization, the successful candidate will have strong general accounting practices familiarity and established knowledge of not-for-profit practices regarding fiduciary oversight, funding application, governance, and budgeting. The CEO will be expected to report to and provide guidance, insight, and advice to the Board of Directors.

Team Builder

This opportunity will appeal to a highly engaged, motivated and strategic team builder who thrives when leading change, supporting initiatives, and delivering outcomes. This dynamic individual is able to inspire and motivate even when leading team members who are working remotely. Using strong communication and interpersonal skills, as well as applying processes that are informed by an excellent understanding human resources policy and regulation, the CEO will build an effective ASC staff and management team who, working together, improve and innovate organizational programming and policy. The CEO will be expected to work closely with the team to develop achievable individual or departmental work plans that realize operational objectives, whether those are administrative, member-focused or program deliverables. Above all the CEO will be committed to the creation a safe and friendly work environment where employees are respected and valued for the contribution they make to the success of the organization, all while realizing professional growth of their own as well.

The Opportunity

If you are looking for a rare opportunity to lead social change in multiple overlapping national sectors and to help Indigenous people and communities work towards their vision for reconciliation and a healthier tomorrow through sport, physical activity, and recreation – we encourage you to apply.

Job Requirements

- Minimum of 5 years directly related experience with demonstrated leadership and stakeholder relationship management experience.
- Post-secondary degree in business, public administration, sport administration, Indigenous management or another related discipline.
- Demonstrate excellent management and administrative skills including strategic planning, human resource management, financial management, program management, and policy development.
- Experience reporting to and working with a Board of Directors and funding partners.
- Demonstrated success in developing, managing and growing strategic partnerships with Indigenous organizations, communities, as well as the private, not-for-profit, and Indigenous and non-Indigenous Government sectors.
- Accomplished track-record of working effectively with Indigenous people, communities, and a thorough understanding of Indigenous sport, physical activity, issues in Canada.
- Established relationships and network within Indigenous and non-Indigenous governments and relevant organizations.
- Experience, knowledge and respect for Indigenous cultures and Indigenous ways of knowing, teaching and learning.
- Effective methodology for monitoring, identifying and analyzing legislative developments which may impact the organization.
- Demonstrated professionalism, judgment, diplomacy, tact, and sound decision-making abilities.
- Ability to travel, with high probability of frequent meetings in Ottawa or elsewhere in Ontario or Canada.
- Remote work is an option, but in such case need to be able to accommodate a flexible, non-traditional business hours schedule. ASC business is generally conducted during Eastern Time Zone business hours.

Equitable Employer

Due to the nature of the ASC's work and mandate, preference will be given to qualified candidates of Indigenous ancestry who are grounded in Indigenous culture and have lived Indigenous experience

The Aboriginal Sport Circle is an inclusive and equitable organization, encouraging applications from qualified women and men, including persons with disabilities and members of visible minorities.

Language

The ASC is an organization with a national and cultural mandate, and as such, proficiency in both official languages and/or Indigenous languages is considered an asset.

Remuneration

The annual salary is competitive for the market and will be commensurate with the successful candidate's experience. Benefits are offered. When applying, please submit annual salary expectations.

To Apply

To further explore this exciting executive leadership opportunity, submit your cover letter, resume, and salary expectations in complete confidence to careers@aboriginalsportcircle.ca, ATTN: CEO