

## **JOB OPPORTUNITY – FIELD HOCKEY CANADA**

Position: **Pathway Coaching Lead (Full Time)**

Reports To: **Pathway Director**

Works Closely With: **National Team Coaches, Pathway Coaches, Provincial Technical Leads, Integrated Support Team**

Location: **Remote with occasional travel**

Salary: **\$65,000 – \$75,000**

Posting Date: **March 24<sup>th</sup>2026**

Applications Invited by: **April 17<sup>th</sup>, 2026**

### **Position Summary**

The Pathway Coaching Lead is responsible for supporting and developing Field Hockey Canada's national pathway coaches to identify potential, develop and confirm athletes for the demands of senior international hockey.

Working under the direction of the Pathway Director and in collaboration with National Team Coaches and provincial partners, this role ensures coaches across the pathway are aligned with national technical standards, coaching philosophy, and athlete development principles.

The role builds coaching capacity across the country through coach education, mentorship, and the development of standardized coaching resources. It also supports the coordination and technical delivery of pathway programming, talent identification systems, and national camp environments to ensure consistent athlete development across grassroots, provincial, university/club, and national team programs.

### **Key Responsibilities**

#### **1. National Coach Development Framework**

- Support the development and implementation of a national pathway coach development framework aligned with Field Hockey Canada's performance philosophy.
- Establish coaching competencies and expectations for pathway coaches.
- Ensure alignment between club, provincial, and pathway coaching environments and national team standards.

#### **2. Coach Education & Mentorship**

- Design and deliver coach development workshops, webinars, and learning opportunities for pathway coaches.
- Provide technical mentorship and support to coaches delivering NextGen programming.
- Facilitate national pathway coach meetings and learning forums.
- Promote knowledge sharing and best practice exchange across provinces.
- Design and implement performance analysis training to build coaching capacity across Canada.

### 3. Coaching Resources & Curriculum

- Develop standardized coaching resources including:
  - Periodization and session planning guidance
  - Tactical frameworks aligned with national team philosophy
  - Skill development models
- Ensure materials reflect Field Hockey Canada's national playing philosophy and performance standards.

### 4. Pathway Program Implementation

- Support the implementation of Field Hockey Canada's national NextGen pathway framework.
- Ensure alignment between provincial programs and national team performance standards.
- Apply established athlete selection criteria and development principles within pathway programming.
- Monitor athlete progression and provide structured feedback to athletes, coaches, and provincial partners.
- Support the transition of athletes into Junior and Senior National Team environments through engagement with all key stakeholders.

### 5. National Camp Planning & Technical Delivery

- Support the coordination and technical delivery of approximately 30+ pathway camps annually across multiple provinces.
- Work with National Team Head Coaches to design camp curricula aligned with national playing philosophy and performance development principles.
- Lead on-field coaching sessions and support, develop, and mentor pathway coaches during camp environments.

- Conduct post-camp evaluations and performance reviews to support athlete and coach development.
- Ensure compliance with Safe Sport policies for pathway coaches and training environments.

## 6. Coach Leadership & Support

- Provide leadership, mentorship, and guidance to national network of pathway coaches.
- Support the development of pathway coaching delivery.
- Identify areas for continued coach development and learning opportunities.

## 7. Athlete Identification & Talent Development

- Work collaboratively with Provincial associations to identify emerging talent.
- Implement national athlete identification processes and evaluation frameworks.
- Maintain and contribute to a national athlete tracking system.
- Support consistent athlete development standards across the pathway.

## 8. Performance Integration

- Collaborate with High Performance staff and Integrated Support Team providers to ensure physical, technical, tactical, and psychological standards are integrated into pathway programming.
- Support the integration of athlete monitoring tools, performance analysis practices, and sport science support.
- Ensure pathway environments reflect current international performance benchmarks and Gold Medal Profile tracking.

## Qualifications

- NCCP Competition Development Certified (or equivalent)
- FIH International Coaching Qualification Level 4 (preferred)
- FIH Coach Educator Certification (Levels 1–3 preferred)
- Master's Degree in Sport Management, Performance Coaching etc.
- Extensive coaching experience within high-performance or national programs
- Experience delivering coach education and mentoring coaches
- Experience designing national coach development curriculum and performance education programs
- Strong understanding of athlete development pathways & talent Identification
- Strong communication, leadership, and teaching skills