

## **HOCKEY CANADA**

### **Senior Vice President, People**

#### **Help Build the Organization Behind Canada's Game**

Hockey Canada is the national governing body for amateur hockey in Canada and one of the country's most recognized sport institutions. Working with 13 Member Branches, the Canadian Hockey League, U SPORTS, and thousands of associations, volunteers, coaches, officials, administrators and partners, Hockey Canada supports the game from first participation through to Olympic, Paralympic and world championship competition.

As Hockey Canada advances its 2026-2030 Strategic Plan, the organization is focused on growing the game, strengthening organizational performance, advancing a healthy culture and setting the global standard for sport, both on and off the ice.

To support this evolution, Hockey Canada is seeking a Senior Vice President, People to help build the organizational capacity, leadership accountability and talent foundations required to deliver its strategic priorities. More than a traditional people leadership role, this is an opportunity to help shape a modern, high-performing and values-driven organization with an impact that extends across the hockey system.

#### **The Opportunity**

Reporting to the President & Chief Executive Officer, the Senior Vice President, People will serve as a key member of the executive leadership team and a trusted advisor to the CEO, Board and senior leaders. The successful candidate will lead Hockey Canada's people and organizational effectiveness strategy, ensuring that leadership, talent, culture, organizational structure and people practices support strong performance and disciplined execution.

This role is responsible for strengthening organizational effectiveness, leadership capability, accountability and talent across Hockey Canada. Working closely with the CEO, Board and executive team, the successful candidate will help build the organizational capacity required to deliver Hockey Canada's Strategic Plan and support its continued evolution as a modern, high-performing and values-driven organization.

#### **Key Responsibilities**

- Lead Hockey Canada's people and organizational effectiveness strategy, ensuring alignment with the Strategic Plan and organizational priorities.
- Advise the CEO, executive leadership team and Board on leadership, organizational performance, succession, culture and workforce-related matters.
- Strengthen organizational effectiveness through clear accountabilities, leadership expectations, performance management and effective change leadership.
- Lead executive and workforce planning, succession management, leadership development and talent strategies.
- Foster a healthy, inclusive and values-driven culture that reinforces accountability, trust and high performance.
- Support Hockey Canada's Members and stakeholders by sharing leading practices that strengthen leadership and organizational capability across the hockey ecosystem.

## **Who You Are**

You are a respected senior leader who understands how leadership, talent, culture and organizational effectiveness drive performance. You bring the credibility to advise a CEO, executive team and Board, along with the practical experience to translate strategy into action and lead organizations through complexity and change.

### **Qualifications & Experience**

- 10+ years of senior leadership experience in people, culture, organizational effectiveness or related functions, including responsibility for organizational transformation, leadership and talent.
- Demonstrated success leading organizational transformation and building leadership, talent, performance and accountability frameworks that deliver measurable outcomes.
- Experience advising Boards and executive leadership teams on governance, strategy, succession, culture, organizational performance and risk.
- Experience operating within complex stakeholder environments; exposure to sport, public-sector, not-for-profit or member-based organizations is considered an asset.
- Strong strategic, organizational and relationship-building capabilities, with the ability to align diverse stakeholders around shared priorities.
- A pragmatic, execution-focused leadership style, supported by sound judgment, credibility and integrity.
- Post-secondary education in Human Resources, Organizational Development, Business or a related field. CHRP/CHRL is an asset.
- Professional fluency in both English and French is considered a strong asset.

## **Why Join Hockey Canada?**

This is a rare opportunity to help shape one of Canada's most visible and impactful sport organizations. You will play a central role in strengthening culture, developing leaders, enhancing organizational effectiveness to help Hockey Canada achieve its vision for the future.

## **Join Us**

Hockey Canada is an equal opportunity employer. We are committed to building a diverse and inclusive environment and welcome applications from all qualified candidates, including those from underrepresented communities.

Our procedures reflect our commitment to the safety and protection of everyone in sport. Hockey Canada employees are subject to the Universal Code of Conduct to Prevent & Address Maltreatment in Sport. The successful candidate will be required to provide a cleared criminal check and social media screening as a condition of employment.

Please indicate your interest by Friday September 11, 2026, by forwarding your résumé in confidence to [connectwithus@lighthousesearch.ca](mailto:connectwithus@lighthousesearch.ca). Noting 'Hockey Canada - SVP, People' in the subject line would be appreciated.

Hockey Canada thanks all applicants; however, only those selected for an interview will be contacted.