

High Performance Pathway Developer

Starting Date: September 15, 2026

Job Type: Full-time Employee

Location: Flexible, must reside in Canada

Reports to: Triathlon Canada High Performance Director (HPD)

ABOUT TRIATHLON CANADA

Triathlon Canada is the governing body for the sport of triathlon in Canada. Triathlon Canada supports athletes in reaching the Olympic and Paralympic podiums while inspiring Canadians to discover their potential. Our organization fosters a culture of excellence, dedicated to high performance in all facets—on the racecourse, in training environments, and within our administrative teams.

ABOUT THE POSITION

As a key member of Triathlon Canada's High Performance (HP) department, the HP Pathway Developer will play a critical role in building the connection between provincial and national programs for athletes and coaches on the HP pathways. This role will have a particular focus on developing a strong Para Triathlon framework – building systems that promote athlete development, coaching excellence, growth of Para Triathlon events across Canada, and integration of Olympic & Paralympic pathway programs. The HP Pathway Developer will report directly to the HPD and will work closely with the Paralympic Pathway Lead and Olympic Pathway Lead. They will also work collaboratively with Triathlon Canada's Provincial Sport Organizations, Disability Sport Organizations, and key sport system partners.

PRIMARY RESPONSIBILITIES

- 1) Athlete identification and introduction
 - Identify para triathletes with potential to pursue the sport at the highest level
 - Provide mentorship and support to the coaches of identified development athletes
- 2) Event Planning and Coordination
 - Organize and deliver the National Para Development Camp
 - Collaborate on the planning and management of the Open Para National Championships
 - Coordinate the calendar of Para Designated Races (PDRs) nationwide
 - Support the delivery of the National Development Series (NDS)
 - Support the delivery of Next Gen camps and programs as required
- 3) Systems Development and Partner Support
 - Connect PSOs with local Disability Sport Organizations
 - Support the PSOs in developing annual para introductory activations
 - Communicate regularly with the national & international classification teams to support athlete classification

- 4) Resource Development, Administration, and Budget Management
- Provide subject-matter expertise on Triathlon Canada's Sport Development projects to support the education of athletes, coaches, clubs, and PSOs on the delivery of Para Triathlon programs.
 - Deliver para camps and events on budget in collaboration with the HPD and High Performance Manager
 - Track and report on key performance indicators (KPIs) related to athlete development

EXPERIENCE AND QUALIFICATIONS

- NCCP Triathlon Competition Coach Certified
- Minimum of 8 years of coaching experience at the high performance level
- Sound understanding of the Canadian sport system and key stakeholders (e.g., Own the Podium, Sport Canada, Canadian Paralympic Committee, Canadian Olympic Committee, Disability Sport Organizations)
- Experience working for an NSO or PSO
- Experience leading a club and developing triathlon-specific programs
- Experience in high-performance sport administration and athlete development
- Strong organizational, planning, and communication skills
- Strong proficiency in Outlook, Word, Excel, Powerpoint, Teams, Training Peaks
- Flexibility to travel and work weekends as required
- Bilingual (English/French) is an asset

WORKING CONDITIONS

This is a full-time position with flexibility in location, though travel is required. A benefits package is available as per Triathlon Canada's Human Resource (HR) policies. Salary will be commensurate with qualifications and experience.

TIMELINES

We thank all candidates for their interest. Only qualified candidates will be contacted for interviews. The start date will be confirmed with the successful candidate.

TO APPLY

Submit your application to info@triathloncanada.com by **August 21, 2026**. Please indicate "HP Pathway Developer" in both the subject line of your email and your cover letter.