

Director, Sport

Permanent, Full-Time | BC School Sports | Lower Mainland, BC

BC School Sports is looking for someone who is undeniably passionate about school sport and incredibly talented at turning complexity into clear decisions, strong relationships, and outstanding student-athlete experiences.

Reports To	Executive Director	Location	BCSS Office (Lower Mainland) with some flexibility
Compensation	\$96,000 - \$118,000	Application Deadline	Open until filled, review of submissions will begin on April 13
Full Job Description	Job Description: Director, Sport	How to Apply	Email cover letter and resume/CV to jabney@bcschoolsports.ca

ABOUT BC SCHOOL SPORTS

BC School Sports (BCSS) is the governing body for interscholastic sport in British Columbia. We work with schools, volunteers, educators, officials, partners, and communities across the province to support meaningful, educational, and championship experiences for student-athletes.

Our work touches policy, participation, eligibility, championships, safety, education, communications, and the overall experience of school sport in British Columbia. It matters deeply to students, schools, and communities — and it requires people who care about getting both the big picture and the details right.

THE OPPORTUNITY

The Director, Sport is one of the key leadership roles within BCSS. This demanding, dynamic, and deeply meaningful position provides leadership across major areas of our sport operations portfolio. The role is broad in scope, encompassing championship operations, policy development, education, safety, stakeholder relationships, and ultimately, the continuous improvement of how BCSS serves our Member Schools across the province.

This is a role for someone who can move seamlessly between strategy and execution. One moment you may be working through a complex policy issue such as tiering or berthing, and the next you may be supporting championship planning, solving an operational problem, or helping stakeholders navigate a difficult situation with professionalism, sound judgment and care.

BCSS is open to both direct hires and secondment opportunities for qualified candidates currently working within the education system, including educators, athletic directors, and administrators. BCSS expects to hire at least one, and potentially two, Directors, Sport through this process.

WHAT YOU WILL LEAD

- Lead the planning and delivery of BCSS championships and related sport services, helping ensure they are safe, well-organized, consistent, and high quality.
- Build strong working relationships with host schools, advisory committees, officials, local sport organizations, municipalities, and member schools across British Columbia.
- Support and refine sport regulations, championship procedures, sanctioning processes, and other operational standards that shape the BCSS member experience.
- Evaluate tiering, classification, rankings, berth allocation, and other competitive equity matters using sound judgment, relevant data, and defensible process.

- Help strengthen event standards related to athlete safety, medical readiness, emergency planning, host expectations, and overall risk awareness.
- Contribute to staff leadership, internal planning, cross-functional projects, and the overall operational excellence and reputation of BCSS.

WHAT WE ARE LOOKING FOR

- A strong sport operations leader with experience delivering championships, events, or competition structures in a complex stakeholder environment.
- Someone who understands how to balance service, standards, fairness, and practical decision-making in a member-based organization.
- A clear and confident communicator who can build relationships and work effectively with schools, committees, volunteers, partners, and colleagues.
- A person with excellent judgment who can assess issues carefully, stay calm under pressure, and make thoughtful recommendations on nuanced matters.
- A leader who can manage multiple priorities at once, bring structure to demanding work, and follow through on both strategic and operational details.
- A genuine believer in the educational value of school sport and the impact it has on young people and communities.

QUALIFICATIONS

- Significant experience in sport leadership, championship operations, event delivery, competition administration, or a comparable senior role.
- Demonstrated success leading medium-to-large events or multi-stakeholder projects, ideally in a provincial, regional, education, or member-service environment.
- Strong writing, planning, and organizational skills, with the ability to prepare clear resources, recommendations, and stakeholder communications.
- Strong working knowledge of modern workplace tools, including Microsoft 365 and other digital platforms used for planning, communication, and operations.
- Familiarity with school sport, educational athletics, non-profit or member-based organizations, and the practical realities of serving diverse stakeholders is an asset.
- A bachelor's degree in sport management, education, administration, recreation, business, or a related field is preferred; equivalent experience will also be considered.

WHY JOIN BCSS

- Meaningful, mission-driven work that directly impacts students and school communities across British Columbia.
- A role with real influence, variety, and responsibility in a respected provincial organization.
- The opportunity to help shape championship experiences and sport systems that matter to thousands of young people each year.
- A collaborative team environment with ambitious goals and a high bar for care, professionalism, and execution.
- A competitive compensation package that includes extended health and dental benefits, vacation and RRSP matching.

APPLICATION INFORMATION

Please submit your application by email to jabney@bcschoolsports.ca with a single PDF document attached, containing a cover letter (max 1 page) and your resume or CV. BCSS thanks all applicants for their interest; only those selected for an interview will be contacted.

BC School Sports is committed to creating an inclusive and respectful workplace and encourages applications from qualified candidates with diverse backgrounds and experiences. Applicants must be legally entitled to work in Canada.