

# Director, Technology & Systems

Permanent, Fractional (.4 FTE | 16 hours per week) | BC School Sports | Remote / BC Preferred

BC School Sports is looking for someone who is incredibly passionate about using technology to solve meaningful problems and talented at turning systems complexity into practical progress for schools, students, and communities.

<b>Reports To</b>	Executive Director	<b>Location</b>	Remote applications will be considered; BC Resident preferred with ability to attend occasional in-person meetings and events as required
<b>Pay Range</b>	\$36,000 - \$44,000 (based on a .4 FTE)	<b>Application Deadline</b>	Open until filled; review of submissions will begin on <b>May 18, 2026</b>
<b>Full Job Description</b>	Job Description: <a href="#">Director, Technology &amp; Systems</a>	<b>How to Apply</b>	Email cover letter and resume/CV to <a href="mailto:jabney@bcschoolsports.ca">jabney@bcschoolsports.ca</a>

## 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 depends on strong systems behind the scenes — from registration and eligibility to communications, data, reporting, and member service. As BCSS modernizes its digital foundation, we need someone who can help us build technology that is practical, sustainable, secure, and genuinely useful to the people we serve.

## THE OPPORTUNITY

The Director, Technology & Systems is a key leadership role within BCSS. This is a high-impact, fractional position (approximately 2 days per week) for someone who can provide strategic and operational leadership across our technology environment, including systems planning, vendor oversight, cybersecurity and risk, data and reporting, and the modernization of core business systems.

A central early priority in the role will be to lead the planning, implementation, and organizational onboarding of a new registration and member management system while helping shape BCSS's broader digital ecosystem. This is work that sits at the intersection of technology, operations, member experience, and organizational change.

This role is for someone who can move seamlessly between strategy and execution. One moment you may be working through system architecture, vendor accountability, or access controls, and the next you may be helping staff solve a workflow issue, guiding a change-management plan, or making sure a major project stays on track.

## WHAT YOU WILL LEAD

- Lead BCSS's technology strategy and roadmap, helping ensure our systems are practical, scalable, secure, and aligned with organizational priorities.
- Serve as the internal lead for the implementation and onboarding of BCSS's new registration and member management system, from requirements and workflows through launch readiness and adoption.

- Manage technology vendors, consultants, and implementation partners with clarity, accountability, and a strong focus on outcomes.
- Strengthen BCSS's approach to cybersecurity, privacy, access management, business continuity, and core systems governance.
- Improve data quality, reporting, integration, and process efficiency across BCSS's digital ecosystem.
- Build confidence across the organization by translating technical complexity into clear recommendations, realistic plans, and effective change management.

## **WHAT WE ARE LOOKING FOR**

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- A senior technology leader, systems strategist, or fractional CTO-type professional who has successfully led meaningful systems change in a lean, mission-driven environment.
- Someone who understands how to bridge technology and operations, and who can make smart, right-sized decisions for a small but complex organization.
- A strong project and vendor leader who can bring structure, accountability, and momentum to major technology initiatives.
- A clear and credible communicator who can effectively listen and understand the challenges of the organization and its staff and translate those into workable solutions.
- A person with sound judgment who can assess risk carefully, prioritize wisely, and stay calm through implementation challenges and organizational change.
- A genuine believer in building systems that make life better for the people using them — and in the impact school sport can have on young people and communities.

## **QUALIFICATIONS**

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- Significant experience in technology leadership, digital transformation, systems implementation, or a comparable senior role such as Director of Technology, Head of Systems, or fractional CTO.
- Demonstrated success leading the selection, implementation, configuration, and onboarding of major business systems, ideally including registration, CRM, member management, ERP, or other stakeholder-facing platforms.
- Strong knowledge of modern cloud-based business systems, including Microsoft 365, identity and access management, cybersecurity fundamentals, systems integration, data governance, and reporting environments.
- Experience managing technology vendors, consultants, software partners, or implementation providers in a way that balances service, accountability, and long-term sustainability.
- Strong project management, planning, and change-management capability, including the ability to move complex work forward in a disciplined and practical way.
- Experience in a non-profit, member-service, public-sector-adjacent, education, or other resource-conscious environment is strongly preferred; a passion for sport is an asset.

## **WHY JOIN BCSS**

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- Meaningful, mission-driven work that helps strengthen the systems behind school sport across British Columbia.
- A senior leadership role with real influence over how BCSS modernizes its digital foundation and serves member schools more effectively.
- The opportunity to lead work that will directly improve registration, reporting, workflow, and service experiences for schools, staff, and stakeholders.
- A collaborative team environment with ambitious goals and a high bar for care, professionalism, and execution.
- A flexible fractional structure and competitive compensation package reflective of the experience and value this role brings.

## **APPLICATION INFORMATION**

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Please submit your application by email to [jabney@bcschoolsports.ca](mailto: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.