



Executive Director

Lacrosse Canada

Location Ontario (Hybrid)	Reports to Board of Directors
Employment type Full-Time	Compensation \$110,000-\$160,000

Position Overview

Lacrosse Canada is seeking a dynamic, strategic, and relationship-driven Executive Director to lead the organization at a defining moment for the sport.

As the national governing body for lacrosse in Canada, Lacrosse Canada supports participation and excellence across box, field, and sixes lacrosse, serving athletes, coaches, officials, volunteers, and member organizations from coast to coast.

With lacrosse poised for increased international visibility in the lead-up to the 2028 Olympic Games, this is a unique opportunity to help guide one of Canada's most historic and culturally significant sports into its next phase of growth and impact. The next Executive Director will strengthen the national sport system, expand participation, support high-performance success, deepen partnerships, and advance the organization's long-term sustainability.

We are seeking an accomplished, results-oriented leader who can unite a diverse sport system, build trusted relationships, lead a strong team, and position Lacrosse Canada for continued growth. Above all, this role offers the opportunity to shape the future of lacrosse in Canada - nationally and on the world stage.

ABOUT LACROSSE CANADA

Recognized by Sport Canada, Lacrosse Canada supports more than 60,000 members and leads key initiatives in national championship delivery, high-performance programming, national team development, coach and official education, sport safety, governance, and member engagement.

Lacrosse Canada operates with a small but dedicated staff team and works closely with its elected Board of Directors, Member Associations, athletes, officials, coaches, sponsors, government partners, and community stakeholders across the country.

THE OPPORTUNITY

The Executive Director will provide strategic, operational, and organizational leadership to Lacrosse Canada. This individual will work closely with the Board of Directors to execute the organization's priorities, strengthen relationships with Member Associations and partners, drive revenue growth, advance high-performance and grassroots development, and ensure strong governance, transparency, and accountability across the organization.

This role calls for a confident and credible leader with strong business acumen, excellent communication skills, sound judgment, and a demonstrated ability to lead in a complex, multi-stakeholder environment.

KEY RESPONSIBILITIES

Strategic Leadership

- Lead the development and execution of Lacrosse Canada's strategic direction and operational priorities.
- Lead and advance Lacrosse Canada's strategic plan through 2028 in collaboration with the Board and key stakeholders.
- Identify opportunities to strengthen the organization's value proposition, programs, services, and partnerships.
- Advance the long-term growth, sustainability, and national profile of lacrosse in Canada.



Organizational and Operational Management

- Oversee the day-to-day operations of Lacrosse Canada in alignment with Board-approved policies and priorities.
- Develop and implement annual operational plans and budgets.
- Provide leadership, supervision, and direction to staff and key program areas.
- Foster a culture of accountability, collaboration, inclusion, and excellence across the organization.
- Ensure effective systems, controls, and processes are in place to strengthen organizational performance.

Financial Stewardship and Revenue Development

- Work closely with the Treasurer and Board to oversee budgeting, financial planning, reporting, and cash flow management.
- Support responsible financial management across organizational operations and national team programming.
- Identify and pursue sponsorship, fundraising, grant, and revenue-generation opportunities.
- Develop business cases and commercial opportunities that strengthen long-term financial sustainability.

Governance and Board Relations

- Maintain timely, transparent, and productive communication with the Board of Directors on material organizational matters.
- Strengthen governance practices, risk management, and policy development.
- Ensure the Board has the information required to fulfill its legal and fiduciary responsibilities.
- Reinforce management and Board practices through clear accountability and effective reporting.

Stakeholder Relations

- Build and maintain strong relationships with Member Associations, athletes, coaches, officials, sponsors, partners, government, and other key stakeholders.
- Serve as a trusted ambassador and spokesperson for Lacrosse Canada.
- Help shift relationships with members and stakeholders from transactional to more meaningful, transformative partnerships.
- Promote national alignment and collaboration across all areas of the sport.

High Performance and Sport Development

- Support the development of athlete pathways and high-performance systems that position Canada for international success.
- Work with Member Associations and technical leaders to strengthen participation, retention, coaching, officiating, and athlete development.
- Help identify opportunities to expand access, participation, and development across all levels of the game.

Indigenous Engagement and Inclusion

- Demonstrate leadership in advancing Lacrosse Canada's commitments related to the Truth and Reconciliation Commission Calls to Action and broader equity, diversity, and inclusion objectives.
- Support meaningful engagement with Indigenous communities and partners.
- Help ensure programming, events, communications, and engagement practices reflect cultural relevance, respect, and inclusion.
- Promote initiatives that reduce barriers and expand participation for Indigenous athletes and communities.

QUALIFICATIONS AND EXPERIENCE

The ideal candidate will bring many of the following:

- Undergraduate degree required; an MBA or an equivalent combination of graduate education and senior leadership experience is considered an asset.
- At least 10 years of senior leadership experience, ideally in sport, nonprofit, membership-based, or similarly complex environments.
- Strong financial acumen, including experience managing budgets and interpreting financial statements.



QUALIFICATIONS AND EXPERIENCE-Continued

- Demonstrated success in strategic planning, operational leadership, and organizational development.
- Experience working with or reporting to a Board of Directors.
- Strong relationship-building skills, with the ability to work effectively across diverse stakeholder groups.
- Proven ability to identify and develop sponsorship, fundraising, and revenue-generating opportunities.
- Excellent written, verbal, and presentation skills.
- A genuine passion for sport and an appreciation for the role lacrosse plays in communities across Canada.
- An understanding of the opportunities and challenges facing member-based sport organizations.
- A proactive and thoughtful approach to Indigenous engagement, inclusion, and reconciliation in sport.

KEY ATTRIBUTES

The successful candidate will be:

- A strong and credible leader who inspires confidence and trust.
- Strategic, thoughtful, and solutions-oriented.
- Collaborative and relationship-driven.
- Financially and operationally savvy.
- Accountable, transparent, and professional.
- Comfortable representing the organization publicly and building support for its mission.

WORKING CONDITIONS

This is a hybrid position with an office currently based in Oshawa, Ontario, and in-person attendance is required. Evening and weekend work, as well as travel within Canada and internationally, will be required.

COMPENSATION

Lacrosse Canada offers a base salary range of \$110,000-\$160,000, commensurate with experience and overall fit.

EQUITY AND INCLUSION

Lacrosse Canada is committed to building a diverse and inclusive workplace. Applications are encouraged from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and members of the 2SLGBTQIA+ community.

Lacrosse Canada is committed to providing accommodations throughout the recruitment process in accordance with applicable human rights and accessibility legislation. Candidates requiring accommodation are invited to make their needs known in advance.

HOW TO APPLY

Applicants are invited to confidentially submit their cover letter and resume for consideration to:

LC ED Hiring Committee

EDsearch@lacrosse.ca

Please include the subject line: Lacrosse Canada Executive Director Search

Application deadline: April 24 at 11:59 p.m. ET

<https://lacrosse.ca/>