

## Coordinator, IDEA

Saskatchewan Soccer Association (SSA) is seeking an individual who can build relationships, direct change, support participant and member needs, innovate and lead and live the values and vision of SSA's Inclusion, Diversity, Equity and Accessibility (IDEA) goals and strategic direction for a 3-year period.

Reporting to the CEO and Sporting Director, the Coordinator, IDEA will serve as the lead developer, liaison, and advocate for SSA and its Member Organizations (MO's) to assist in delivering more inclusive, diverse, equitable and accessible programs, services, events, and initiatives. As part of the Member Services team, the Coordinator, IDEA contributes to meeting outcomes that have a lasting and meaningful impact on Soccer throughout Saskatchewan resulting in a sustainable system, inclusive game, and a quality experience.

SSA is committed to the principles of IDEA and to creating and supporting a work environment where employees can be their authentic selves, with an equal opportunity to contribute and succeed. We are committed to learning and growing the organization as a team and as individuals. We encourage all applicants who are passionate about improving sport to apply.

### Key Competencies and Areas of Responsibility

#### Building Relationships

The coordinator will build meaningful relationships with equity groups in support of increased soccer participation. Points of responsibility may include Adaptive Programming, Female Development Network Advancement, Indigenous Community Engagement and Member Outreach.

#### Directing Change

The coordinator will encourage and support themselves and others to seek opportunities for different and innovative approaches to addressing problems and opportunities. Points of responsibility may include member resource development, IDEA strategy creation, assessment, and implementation, and Policy, and Practice development.

#### Supporting Participant and Member Needs

The coordinator will seek to understand the needs of diverse participants and members and take action to meet those needs and concerns. Points of responsibility may include data collection and analysis, program and resource development, facilitating connections, financial and human capacity building, and community engagement.

#### Innovating

The coordinator will generate innovative solutions by implementing different and novel ways to deal with problems and opportunities. Points of responsibility may include leveraging diverse resources, developing recruitment and retention strategies, implementing models such as the Indigenous Long Term Participant Development pathway (ILTPD), and the adoption and support of diverse working groups.

#### Leading and Living the Values and Vision

The coordinator will champion inclusion by seeking to understand and take action that respects the principles of IDEA. They will advocate the benefits and value of diversity to others, challenge exclusionary practices, examine and confront their own biases and behaviors, and approach the work with an intent to understand and support. They will embrace the principle of nothing about us without us which recognizes that people with lived experience know what is best for them and their community

and that their participation is critical to the success of the project or initiative. Points of Responsibility may include supporting communication efforts, advocating for IDEA within Soccer, capacity building, creating awareness and transferring knowledge.

### **Experience and Education:**

We are seeking candidates who possess a combination of passion, professional experience, and education in inclusive, diverse, equitable and accessible programming. We recognize that there are different paths to acquiring the competencies needed for this work and as such encourage individuals who feel their life and work experiences make them uniquely qualified to meaningfully impact the work of SSA and our members.

- Preference towards an applicant who possesses a degree in a complementary field (ie. Social Sciences), or the equivalent competencies gained through experience.
- Knowledge of the principles of IDEA and programs, initiatives, or actions that improve the state of inclusion.
- Proficient in the use of technology and ability to adapt to new and emerging technologies.
- Able to contribute meaningfully to a team environment.
- Reliable transportation, and a valid driver's license.
- Ability to provide a Police Record Check and Vulnerable Sector Verification prior to being employed by SSA.

### **Working for SSA:**

The successful candidate will serve in a full-time term position for 3 years and with preference to work in our Regina office (Mosaic Stadium). SSA will provide a competitive salary, comprehensive benefits package, and pension plan. We believe in investing in our staff through various professional development opportunities that will be made available to this position. The possibility of term extension exists and is dependent upon resource availability and development. Travel will be infrequently required to execute this role.

### **How to Apply:**

Interested candidates are asked to email their cover letter, and resume to: [ea@sasksoccer.com](mailto:ea@sasksoccer.com). In the subject, please include: Coordinator, IDEA application. Applications will be accepted until January 22, 2024. We thank all interested candidates; priority will be given to those who are able to work in Canada and only those selected for interview will be contacted.