



Job Advertisement

University of Guelph – Senior Director, Athletics and Recreation

The University of Guelph, Department of Athletics & Recreation exists to benefit and support physical and mental well-being through activity and engagement. Its mission is to be leaders in the delivery of innovative and impactful programs, services, and experiences in sport, fitness, recreation, well-being, and leadership, founded on a culture of service excellence, inclusion, and health and safety. The Department's extensive physical infrastructure includes three gymnasiums, two ice rinks, four turf soccer/rugby fields, a football stadium, three ball diamonds, two grass fields, two swimming pools, a fieldhouse, a rock-climbing wall, and three fitness facilities. The Fitness and Recreation programme provides inclusive access to fitness, instructional, intramural, and informal recreation opportunities to ~30,000 undergraduate and graduate students on the Guelph campus, with a weekly participation exceeding 25,000 engagements. The Gryphons Varsity programme is one of the largest intercollegiate programs in Canada, with 38 intercollegiate teams and approximately 840 student-athletes, supported by coaches and professional staff dedicated to student-athlete development, safety, academic success, and competitive excellence and competes provincially and nationally as members of the OUA and U SPORTS.

The University of Guelph is one of Canada's top comprehensive and research-intensive universities. Established in 1964, the University enjoys a reputation for innovation and excellence dating back more than 150 years to its founding colleges: Ontario Veterinary College, Ontario Agricultural College and Macdonald Institute. Today the University's [eight colleges](#) conduct cutting-edge teaching and research across a range of disciplines in the physical and life sciences, business, arts, social sciences, and agricultural and veterinary sciences. Together its students, faculty and staff pursue active inquiry and exercise creativity in its shared commitment to Improve Life.

It is within this context that the University of Guelph welcomes applications and

nominations for the appointment of its **Senior Director, Athletics and Recreation**, commencing late Summer 2026, or soon thereafter.

Reporting to the Vice-Provost, Student Affairs, the Senior Director, Athletics and Recreation (Senior Director) provides strategic leadership and operational oversight of a comprehensive Athletics and Recreation portfolio that plays a central role in student engagement, well-being, and institutional reputation. As a member of the Student Affairs Leadership Team, the Senior Director contributes to division-wide planning related to strategy, staffing, budget, and policy, and plays a critical role in advancing a vision for Athletics and Recreation that is anti-racist, accessible, inclusive, and trauma-informed, and that promotes safe, meaningful, and developmentally rich experiences for all students. Programs and activities under the Senior Director's purview include Recreation and Programming; High Performance Sport; Marketing, Communications, and Events; Facility Development and Management; Finance and Administration; Human Resources; Equity, Diversity and Inclusion; and Alumni Engagement. The Senior Director ensures that Athletics and Recreation programs are firmly aligned with the academic mission of the University, fostering environments in which students and staff can thrive. Central to this role is a commitment to student-athlete health and safety, holistic well-being, academic achievement, and personal development, as well as ensuring that recreation and active-living opportunities are accessible, welcoming, and responsive to the diverse needs of the student community. The Senior Director is responsible for managing an operating budget exceeding \$14M, along with an annual capital renewal budget of approximately \$2M and has overall responsibility for approximately 66 full-time staff and 800 part-time staff, making the department the University's largest employer of students. Additionally, 4,000 youth community participants engaged via the Junior Gryphons programming, and the University of Guelph's summer camps and related programs are therefore also part of this portfolio's responsibilities.

As a qualified candidate, you have significant management level experience from an organization that has a sports-related program or service mandate and have strong financial acumen, including experience managing large and complex budgets. Lived experience gained from attending a university is considered an asset, as is an undergraduate and/or Master's level degree. Your career should include oversight of, and engagement in, both recreational programs and high-

performance sports. Leading and developing high-performing teams within unionized and non-unionized environments is considered a strong asset. You are a systems level thinker who is able to translate strategy into operational outcomes. You have a depth of knowledge of regulatory compliance and risk management practices within the post-secondary or public sector context, and a deep commitment to student development, ethical leadership in sport, inclusive practices, and academic success. As a leader, you are adept at managing high-profile, sensitive, and complex issues with professionalism and integrity. As an ambassador for Athletics and Recreation, you must be at ease engaging at the community, provincial, and national levels, supporting collaboration, accountability, and be in alignment with the University's mission and values. You understand how to facilitate revenue generation, have experience with fundraising and donor engagement activities, including alumni and donor stewardship, and will ensure that philanthropic activities align with departmental and University priorities and values. Your management style fosters an inclusive, respectful, and high-engagement workplace culture, and you have high emotional intelligence, self-awareness and empathy, and the ability to build trust and credibility. Candidates must have demonstrable experience providing leadership on equity-related strategy, policy implementation, and complex issues, including Indigenization, Equity, Diversity, Inclusion-related case managements and investigations.

Use of AI: Griffith Group Executive Search does not use artificial intelligence to screen, assess, or select applicants for a position.

Reason for posting: Existing Vacancy

Location/WFH: The University of Guelph is an on-site working environment that supports a Flexible Work Arrangement subject to departmental approval. The scope of the portfolio also requires flexibility, with programming and leadership responsibilities that often extend into evenings and weekends.

Salary Range and Compensation Package: This position is represented by the agreement between the Professional Staff Association and the University of Guelph and is classified as P13 on the [Professional and Managerial Salary Grid](#). The target range is \$169,481- \$189,481 commensurate with experience. The total compensation package includes a comprehensive employee wellness package, which can be read about via: <https://careers.uoguelph.ca/content/Wellbeing/>

To learn more about this impactful leadership opportunity with the University of Guelph, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith (jane@griffithgroup.ca) and/or Caroline McLean (caroline@griffithgroup.ca) or visit: <https://griffithgroup.ca/uofg-senior-director/>.

The University of Guelph welcomes and encourages applications from all qualified individuals, including, but not limited to women, Indigenous persons, racialized persons, persons with disabilities and persons of all sexual orientations and/or gender identities.

All qualified candidates are welcome to apply; however, priority will be given to those legally eligible to work in Canada.

The University of Guelph and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Jane Griffith (jane@griffithgroup.ca) should you require any accommodation to participate in the recruitment and/or assessment processes.