



DIRECTOR OF SAILING

Royal Canadian Yacht Club
Toronto, Ontario, Canada

The Royal Canadian Yacht Club (RCYC), one of the premier private Clubs in Toronto, was founded in 1852 and operates year-round from two facilities: our summer island home on Toronto Island and our City Clubhouse in downtown Toronto. The Club has a reputation for excellence in the promotion of every aspect of yacht racing and cruising. The Clubs four objects are:

1. To encourage Club Members to become proficient in the personal management, maintenance, control, and handling of their yachts, in navigation, and in all matters pertaining to seamanship.
2. To promote yacht architecture, building and sailing in Canadian waters.
3. To promote excellence in competitive sailing.
4. To promote such other sports and social activities as may be desirable in the interest of Members generally.

From Club Fleet Championships to International events, RCYC attracts sailors from all over the world. Our sailing programs include Racing, Adult Learn to Sail, Junior Sailing, High Performance Training, Race Management and Cruising. While many members own their own boats, the Club maintains a substantial fleet of club-owned boats used for learn to sail, racing and recreation.

The Director of Sailing will establish, champion, and execute the goals and direction of the Fleet (Sailing) Committee and the Club's sailing strategy supporting the Club's vision to be one of the top sailing clubs in the world. In collaboration with key stakeholders, the Director will develop best-in-class programs to enhance and grow all aspects of sailing.

The Director will ensure that Members have access to the services and support needed to pursue the pure enjoyment of sailing and proficiency in all its various aspects. This role will have responsibility and accountability for the leadership and execution of the day-to-day operations and management of the Sailing Department comprising of both full time and seasonal staff. You will focus your energy on improving sailing programs and services to further engage and retain our current membership while attracting new members.

Both results-driven and people-focused, the Director is a leader whose staff and key stakeholders want to work for and with. You will attract, recruit, develop and retain the people who will help you achieve best-in-class objectives and provide the level of programming and service that is in keeping with a premier member experience; you will create a staffing model in the Sailing Department that is efficient, sustainable, and able to accomplish such objectives.

This role requires a minimum of 10 years of directly related management experience in the sport/recreation/business sector, or an equivalent combination of education, training, and experience within a complex multi-stakeholder environment. You bring a proven track record of collaborative leadership, talent development, long-term planning, effective execution, efficient operational management, and productive partnerships - resulting in satisfied stakeholders and a strengthened capacity to exceed expectations in all areas. Your knowledge of sailing and the sporting landscape rounds out your experience.

As the Director you will achieve success by developing collaborative relationships with a diverse group of constituents, both staff and member volunteers; by setting a new standard of operational excellence that creates a sense of pride and ownership in the Department; and by investing in the assets and staff that will strengthen RCYC's reputation as a leader in sailing on Lake Ontario and beyond. The result will be increased member participation in our recreational and racing programs, engaging resources to increase representation by RCYC sailors on provincial and national teams; RCYC sailors achieving impressive results in local, national and international events; and by you being recognized as a strategic and innovative leader who is making significant contributions to the RCYC vision, growth of the Club and Canadian sailing.

Skills and Traits

- This role requires a minimum of 10 years of directly related management experience in the recreation/sport/business sector, or an equivalent combination of education, training, and experience within a complex multi-stakeholder environment.
- A strong understanding of sailing and its various aspects, operations, related organizations (i.e., Sail Canada, Ontario Sailing, other clubs, etc.) and sail training programs.
- Enables successful execution by providing teams with appropriate resources and training.
- Strong ability to work in a collaborative, supportive fashion with a variety of teams, both internal and external, and bring them together in a way that promotes the organization's best interests.
- Has supported an efficient, effective, and high performing service-oriented organization.
- Strong people management and personally invests in the development of staff.
- Operates with fiscal responsibility demonstrating strong budgeting, business planning and resource management skills.
- Decisive and takes into consideration the relevant urgency, factors, and available information to support actions. Uses sound judgment and approaches problems from a solution-oriented standpoint with tact and sensitivity.
- Solid project management skills and effective time management and prioritization skills. Plans, organizes, and monitors performance according to priorities with ability to multi-task and set/reset priorities.
- Effective communicator able to engage with members, interact and share the Department and Club's goals and relevant information with members, staff, the outreach community, management team and the board with clarity.
- Makes informed decisions based on club policy, strategic plan and facts demonstrating honesty and transparency.
- Able to offer a strategic view to the management team and the board.
- Marketing and sales savvy. Brings imagination and creativity to the operations and to promotion of an organization.

Qualified candidates are encouraged to apply to the Club Corporate Secretary Toshua.Pfeffer@rcyc.ca noting Director of Sailing Job Posting in the subject by September 6, 2021. We thank you for your interest. All responses will be acknowledged but only candidates moving to the interview stage will be contacted.