



HPC Competency Framework

All HPC Levels: Practitioner, Senior, Leader



Competency Framework Overview

Pillar 1: Sport Sector Understanding

Competency #1: Knowledge of the Canadian Sport System and HP Environment

Elements: System, IST, Environment

- The competency assesses the understanding of the organizations, roles, and priorities in the system and how sport partners work together. Knowing where you operate and how to navigate the system.

Pillar 2: Scientific Practice

Competency #2: Evidence-based practice

Elements: Sources of evidence, validity and reliability, resourceful and adaptable, generating solutions, planning and execution

- This competency describes how practitioners resolve questions by collecting information from all relevant sources, critically appraising it, and synthesizing it to make decisions and deliver on outcomes

Competency #3: Data handling and Management

Elements: Measurement and workflow, data organization, ethical management of data, assessment of data, results and visualization

- This competency describes how a practitioner collects, analyzes, and interprets data to inform their practice, and how they disseminate the resulting information to coaches, athletes and staff, and the broader scientific community

Pillar 3: Ethical Practice

Competency #4: Ethical Behaviour

Elements: Policy, scope, integrity, inclusion

- This competency describes the safe, effective, and moral application of practice

Pillar 4: Interpersonal skills

Competency #5: Effective Communication

Elements: Writing and speaking, communication style, conflict resolution, collaboration

- This competency describes the practitioner's interpersonal skills, specifically their approach to working with others

Competency #6: Self-Awareness and Professional relationships

Elements: Self-awareness, relationships, culture, feedback and reflection, philosophy

- This competency describes the practitioner's understanding of self and their appetite to contribute to and improve the HP environment

Competency Chart

The following competency chart includes the 6 core competencies and their element statements expressed at each of the 3 levels of certification.

1. Applicants must provide evidence that they can demonstrate all competency elements at the level they wish to apply.
2. Applicants will be required to provide examples of how they demonstrate each element in their Competency Submission Form.
3. Please download the form [at the appropriate HPC Level](#) on the SSC website.



Core Competency	Practitioner Criteria	Senior Criteria	Leader Criteria
1: Knowledge of the Canadian Sport System and HP Environment	1A Demonstrates knowledge of sport partners, their roles, and priorities in the system	1A Engages with sport partners and supports priorities in the system	1A Leads and promotes knowledge of sport partners and priorities in the system
	1B Demonstrates knowledge of the roles of each scientific discipline that operates in an IST	1B Guides and advises organizations on the roles of the scientific disciplines that operate in an IST	1B Promotes and develops the roles of scientific disciplines that operate in an IST
	1C Demonstrates knowledge of expectations and integration of your role in the daily training, and competition or games environments	1C Guides and advises others on expectations and integration of the practitioner role in the daily training, competition, and games environments	1C Promotes and develops integration of the practitioner role in the daily training, competition, and games environments
2: Evidence-based practice	2A Accesses sources of evidence, and is able to defend their value in informing their practice	2A Accesses and contributes to sources of evidence, and defends its value to individuals and organizations	2A Influences, promotes and develops work that contributes to sources of evidence that achieve value in the system
	2B Demonstrates knowledge of validity and reliability and is able to defend these principles within their practice	2B Guides and advises practitioners or organizations on evidence-based practice, reinforcing principles of validity and reliability	2B Influences, promotes and develops national development or alignment of guidelines or policies using evidence-based practice
	2C Demonstrates resourcefulness, adaptability, and initiative during gathering, assessing and implementing phases of practice	2C Guides and advises practitioners or organizations on resourcefulness, adaptability, and initiative to address specific challenges	2C Applies resourcefulness, adaptability, and initiative which achieves value to the sport system
	2D Generates actionable solutions to be applied in practice based on evidence collected or reviewed	2D Guides and advises practitioners or organizations on actionable solutions to be applied in practice based on evidence collected or reviewed	2D Leads and influences complex actionable solutions to be applied in practice based on evidence collected or reviewed
	2E Utilizes planning and effective organization of their workplan to execute deliverables	2E Employs planning and effective organization of their workplan, or the workplans of those they lead, to execute a multi-disciplinary deliverable	2E Leads planning and effective organization in collaboration with individuals or organizations execute deliverables that impact the system
3: Data handling and Management	3A Collects and documents reproducible scientific measurements within a designed workflow that utilizes the appropriate metrics and tools required	3A Guides and advises practitioners or organizations on the selection of reproducible scientific measurements, and troubleshoots workflows utilizing appropriate metrics and tools	3A Influences practitioners and organizations by promoting the selection of reproducible scientific measurements and the utilization of appropriate workflows, metrics, and tools
	3B Utilizes appropriate software to organize data (collect, transfer and store)	3B Guides and advises practitioners or organizations on appropriate software to organize data (collect, transfer and store).	3B Influences and promotes (at a national level or across sport partners) the use of appropriate software to organize data
	3C Demonstrates ethical management of data according to privacy, confidentiality, and professional body guidelines	3C Guides and advises practitioners or organizations on ethical management of data according to privacy, confidentiality, and professional body guidelines	3C Influences and promotes (at a national level or across sport partners) the ethical management of data according to privacy, confidentiality, and professional body guidelines
	3D Calculates descriptive and inferential statistics and can articulate the limitations of these on decision-making and interpretation	3D Guides and advises practitioners or organizations on the use of descriptive and inferential statistics and can articulate the limitations of these on decision-making and interpretation	3D Influences and promotes (at a national level or across sport partners) the systematic use of descriptive and inferential statistics. Articulates the limitations of these on decision-making and interpretation
	3E Generates results with summaries and visualizations and communicates these to the appropriate audience	3E Guides and advises practitioners or organizations on producing results with visualizations, and on communicating these to the appropriate audience	3E Influences and promotes (at a national level or across sport partners) the production of results with visualizations, and the communication these to the appropriate audience



Core Competency	Practitioner Criteria	Senior Criteria	Leader Criteria
4: Ethical Behaviour	4A Adheres to appropriate policies of sport organizations	4A Models appropriate policies of both sport and sport partner organizations, and guides or advises those they lead to do so	4A Influences, promotes, and develops appropriate policies of both sport and sport partner organizations
	4B Adheres to scope of practice	4B Models appropriate scope of practice, and guides or advises those they lead to do so	4B Influences and promotes adherence to scope of practice at a national level or across sport partners
	4C Demonstrates integrity and applies ethical practice	4C Models integrity and ethical practice when challenged, and advises or guides those they lead to do so	4C Influences and promotes integrity and ethical practice at a national level or across sport partners
	4D Demonstrates inclusive behaviours and can articulate the value of diversity in a team	4D Models inclusive behaviours, values diversity, and advises or guides those they lead to do so	4D Influences and promotes inclusive behaviours and diversity in the workplace
5: Effective Communication	5A Writes and speaks in a clear and efficient manner to coaches, athletes and staff	5A Writes and speaks in a clear and efficient manner to individuals and at an organizational level, or guides others to do so	5A Writes and speaks in a clear and efficient manner to individuals, influencers, and stakeholders
	5B Exhibits open, respectful and humble communication methods	5B Models open, respectful and humble communication methods, and guides and advises those they lead to do so	5B Influences and promotes open, respectful and humble communication methods at a national level or across sports partners
	5C Identifies important components of conflict resolution	5C Applies components of conflict management, and guides and advises those they lead to do so	5C Solves important issues using appropriate conflict management skills
	5D Demonstrates ability to collaborate and connect with coaches, athletes, practitioners	5D Initiates deliberate and purposeful collaboration and connection with administrators, coaches, athletes and practitioners	5D Promotes and exemplifies collaboration and connection with administrators, coaches, athletes and practitioners at a national level or across sport partners
6: Self-Awareness and Professional relationships	6A Exhibits awareness of and expresses one's emotions (self-awareness)	6A Models awareness of and expresses one's emotions (self-awareness), and guides and advises those they lead to do so	6A Develops and promotes awareness of and expression of one's emotions (self-awareness) and creates the environment to do so
	6B Demonstrates ability to develop and maintain professional relationships and gain trust	6B Guides and advises others to develop professional relationships and gain trust	6B Influences and leads others through trusted professional relationships
	6C Demonstrates the ability to contribute to a culture of excellence	6C Consistently exhibits actions that support a culture of excellence	6C Influences, cultivates and promotes a culture of excellence
	6D Utilizes feedback in reflective practice	6D Utilizes feedback and demonstrates regular use of reflective practices in their day-to-day environments	6D Influences those they lead to utilize reflective practice in their day to day environments
	6E Articulates personal and professional sense of purpose and values (philosophy)	6E Articulates their own philosophy, compares this with organizational values, and identifies boundaries for actions associated with their own values	6E Influences those they lead to develop their personal and professional philosophies