



SPORT SCIENTIST CANADA

Advancing performance science excellence in Canadian high performance sport

Strategic Plan 2024-2028



SPORT INSTITUTE NETWORK
RÉSEAU DES INSTITUTS DU SPORT



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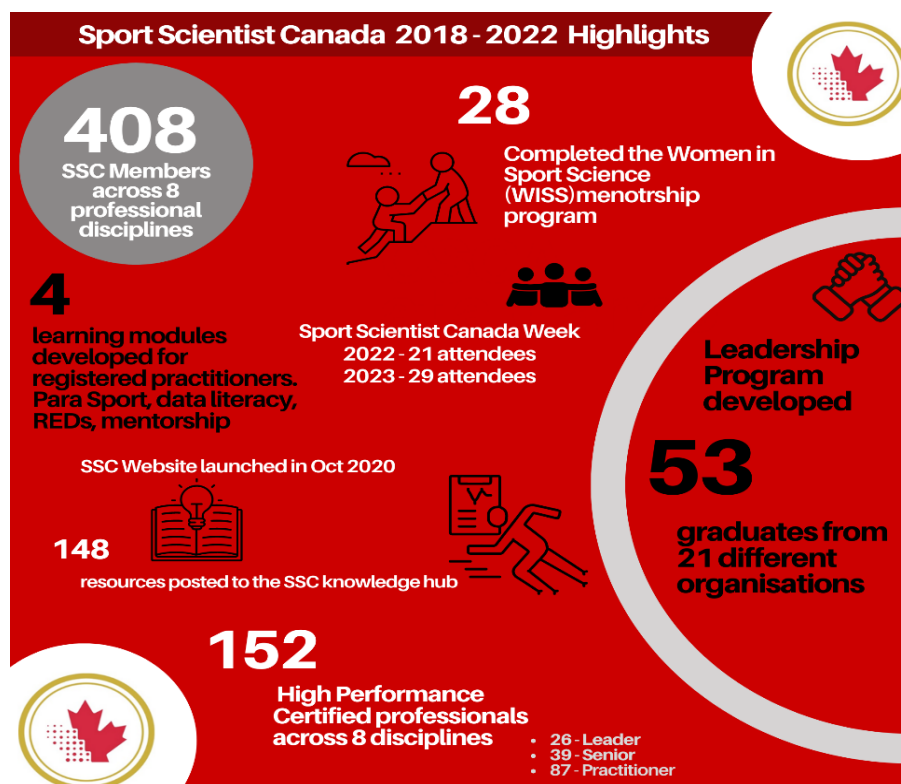
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EXECUTIVE SUMMARY

2018-2022 Highlights

Since 2018, Sport Science in Canada has evolved considerably. A majority of the stated objectives from the 2018-22 Canadian Sport Scientist Strategy have been achieved, including the following highlights:

- Launch of Sport Science Scientist Canada in 2020. Sport Scientist Canada has been established to initiate, develop and promote programs to attract, enhance, and retain Canadian sport scientists in high performance sport.
- Development and launch of a leadership training program, LEAD, that raises the national standard of interdisciplinary sport science, medicine and technology services delivered in high performance environments. Since 2018, four cohorts have been completed.
- Advanced the development of female sport scientists, through the development and launch of the mentorship program, WiSS (Women in Sport Science). Since 2018, four cohorts have been completed.
- Development and launch of the High Performance Certification (HPC) program, that supports the development of values-based, behavioural competencies required to support podium success. From 2018-2022, 13 reviewers have been trained, and 152 practitioners have been certified.
- Creation and launch of four e-learning modules, available for all registered Sport Scientist Canada practitioners: Para sport, data literacy, REDs, mentorship.
- Development and launch of a new Canadian High Performance Sport Research and Innovation Strategy: Innovate 2026.



OUR PURPOSE

Sport Scientist Canada – Who are we?

A professional collective of inter-disciplinary members committed to performance solutions and professional development opportunities for high performance sport scientists in Canada.

Purpose

Advancing performance science excellence in Canadian high performance sport.

Vision

To be a sustainable collaborative of sport scientists advancing athlete and coach well-being and performance.

Mission

Collaborate with partners to attract, develop, and retain the very best sport science practitioners through opportunities to innovate and develop high performance skills and behaviours in sport.

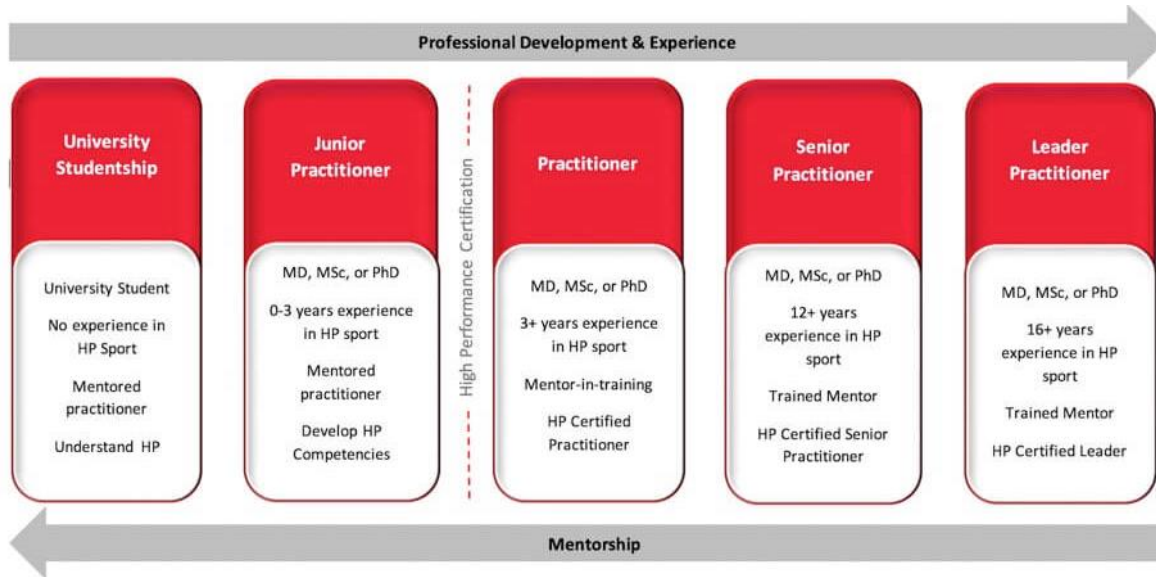
Goals

1. Collaborate with sport partners to align **professional pathways** designed to attract, develop, and retain sport scientists in the Canadian sport system.
2. Standardize and model **high-performance competencies** and behaviours enabling long-term podium excellence and athlete health and well-being.
3. Foster a culture where **mentorship, leadership and innovation** are embedded in our sport scientist pathway demonstrated in daily training and competitive environments.
4. Deliver an **equitable and inclusive** programming that embraces all people and their diverse backgrounds.

Long-term outcome

Create a professional association to generate and distribute knowledge, drive innovation, and enhance career paths (**Figure 1**) for practitioners in Canada.

Figure 1 – High Performance Practitioner Career Pathway



OUR GOALS

GOAL 1

Collaborate with sport partners and NSOs to align professional pathways designed to attract, develop, and retain sport scientists in the Canadian sport system.

A cornerstone of Canada's high performance sport system is robust sport science and medicine services supported by world-leading research and innovation. At the core of these services are talented practitioners and applied researchers supporting athletes and coaches in the daily training and competition environment. Canada must attract capable and committed practitioners while providing clear opportunities for skill development and knowledge acquisition. Professional development and working in multi-disciplinary teams provide opportunity for career advancement through the High Performance Practitioner Pathway.

Outcomes:

- Promote SSC programs amongst undergraduate and graduate programs, providing curriculum direction on required knowledge, skills, and competencies necessary for high performance sport sector.
- Enhance recognition of SSC and alignment with recognized discipline specific regulatory organizations.
- Increase number of candidates with the potential of entering the workforce as entry level practitioners or advancing within the system to senior or leader levels.

Objective #1:

Work with Universities, Colleges and professional organizations to identify entry points throughout a career in Canadian High Performance sport.

Anticipated Outputs:

- i. Provide 4 national internship opportunities in targeted practitioner disciplines.
- ii. Partner with a minimum of four University Kinesiology programs on curriculum alignment for entry to high performance sport.
- iii. Deliver WiSS and Lead programs annually.

Objective #2:

Engage opportunities for discipline specific high-performance internships (in conjunction with HP certification competencies).

Anticipated Outputs:

- i. Aligned HP Pathways with professional associations of the seven national disciplines.
- ii. Provide 4 national internship opportunities in targeted practitioner disciplines.

Objective#3:

Retain senior and leader practitioners who provide difference-making service within the Canadian High Performance system.

Anticipated Outputs:

- i. LEAD program delivered to targeted Leader practitioners.
- ii. Monthly case studies and storytelling from diverse and gender-balanced Senior and Leader practitioners on the SSC website.
- iii. Publish recommended remuneration scales.
- iv. Advancement of targeted female practitioners to Senior and Leader practitioner status.



GOAL 2

Standardize and model high-performance competencies and behaviours enabling long-term podium excellence and athlete health and wellness.

The cornerstone of Sport Scientist Canada is the High Performance Certification (HPC) program. Its introduction into Canadian high performance sport provides a standard of competencies that engenders confidence between practitioners and amongst coaches and athletes. The high performance competencies and behaviours complement technical skills learned through academic and applied training, leading to a well-rounded person capable of working in a dynamic environment with competing priorities. The competencies also enable practitioners to support and thrive in a safe sport environment and maintain their own well-being.

Outcomes:

- Establish advanced technical competency profiles for high performance sport application.
- Enhanced reach of HP Certification within the Canadian sport system.

Objective #1:

Establish and communicate technical and non-technical competencies required to deliver difference-making service to Canadian High Performance sport.

Anticipated Outputs:

- i. ParaSport Area of Focused Competence (AFC) achieved by 50% HPC members.
- ii. Data Science Area of Focused Competence (AFC) achieved by 15% HPC members.
- iii. Establish Professional Development Framework and Membership Renewal Plan.

Objective #2:

Develop national experiential learning opportunities that enable progression of behaviours and competencies over time.

Anticipated Outputs:

- 90% of SSC members renew membership.
- 90% of HPC membership achieve renewal through accumulation of required professional development points.

GOAL 3

Foster a culture where mentorship, leadership and innovation are embedded in our sport scientist pathway demonstrated in daily training and competitive environments.

A sport system with a diverse blend of leaders and mentors is essential for retaining and advancing knowledge and expertise. Early career practitioners who receive appropriate leadership and mentorship can be best positioned to support athlete performance, health and well-being. Experienced practitioners who have received appropriate leadership and mentorship training will be capable of leading individuals, teams and organizations, supporting a healthy sport system.

Outcomes:

- Annual SPIN Summit continues to grow and be the apex of interdisciplinary collaboration and learning.
- A sustainable platform is established to promote ongoing discipline and Games' specific webinar series.
- Research Clusters established with partner organizations in three areas– Motion Capture, Mental Health, Paralympic technology.
- Increased opportunities for practitioners to be recruited for and mentored in Games' preparation.

Objective #1: Create and promote discipline and interdisciplinary knowledge transfer within the high performance sport system.

Anticipated Outputs:

- i. Minimum of three SPIN 365 webinars per year.
- ii. 90% positive rating of annual SPIN Summit.
- iii. Annual Report on the work of HPAC Councils and Working Groups.
- iv. Knowledge Hub on SSC website is re-released as an accessible repository of best practices.
- v. I4G Research Project titles published on SSC website.
- vi. Minimum three research webinars per year of completed R&I projects.

Objective #2: Support applied research and innovation activity in targeted performance-related themes.

Anticipated Outputs:

- i. Annual progress tracker of deliverables in Research & Innovation Strategy – Innovate 2026
- ii. I4G Research Project titles (and contact of Principal Investigator) published on SSC website.
- iii. Minimum three research webinars per year of completed R&I projects.

Objective #3: Integrate Games-related leadership and mentorship opportunities for SSC members.

Anticipated Outputs:

- i. COC & CPC Games' Practitioner Selection Process.
- ii. Games' Practitioner Progression Pre-Requisites.

GOAL 4

Deliver equitable and inclusive programming that embraces all people and their diverse backgrounds.

Canada is a country that celebrates its diversity and promotes inclusion. The Canadian high performance sport system should reflect our nation's values and provide opportunities for all people. Sport Scientist Canada in collaboration with its sport partners can be leaders in

providing opportunities for practitioners with diverse backgrounds and specifically underrepresented groups in both practitioner training, service delivery and research and innovation activity.

Outcomes:

- Increase diversity of the pool of practitioners working with Canadian Olympic and Paralympic athletes.
- Programming promoted to and supporting of a diverse spectrum of Canadian practitioners.

Objective #1: Integrate EDI into professional development opportunities for SSC members.

Anticipated Outputs:

- i. SSC Committees and Working Groups achieve gender parity and reflect the diversity of Canadians.
- ii. EDI Best Practices module for Practitioners.

Objective #2: Research and innovation programming is equitable, diverse, and inclusive.

Anticipated Outputs:

- i. OTP/Mitacs–Achieve 50% of research project number of female practitioner/researchers and/or gender-related topics.
- ii. OTP/Mitacs–Provide funding of female/inclusion research topics in high performance sport.
- iii. SPIN Summit – Achieve gender balance in SPIN presenters.
- iv. SPIN Summit – EDI specific topics integrated into presentation schedule.