



# SPORT SCIENTIST CANADA

*Advancing health and performance science excellence in Canadian high performance sport*

**Strategic Plan 2024-2028**



SPORT INSTITUTE NETWORK  
RÉSEAU DES INSTITUTS DU SPORT



# TABLE OF CONTENT

## Table of Contents

### Section 1: Executive Summary

- 2018-2022 Highlights ..... 2

### Section 2 Purpose, Vision & Mission: ..... 3

### Section 3: Our Goals ..... 5

- Goal #1 Leadership & Mentorship ..... 6
- Goal #2 Knowledge Generation & Mobilization ..... 7
- Goal #3 Professional Standards ..... 8
- Goal #4 Practitioner Career Pathway ..... 9

### Appendices

- [Strategy-At-A-Glance](#)
- [Innovate 2026](#)

#### Co-authors and Editors

Dr. Andy van Neutegem and Dr. Jane Labreche (OTP)

#### Strategy Writing Group

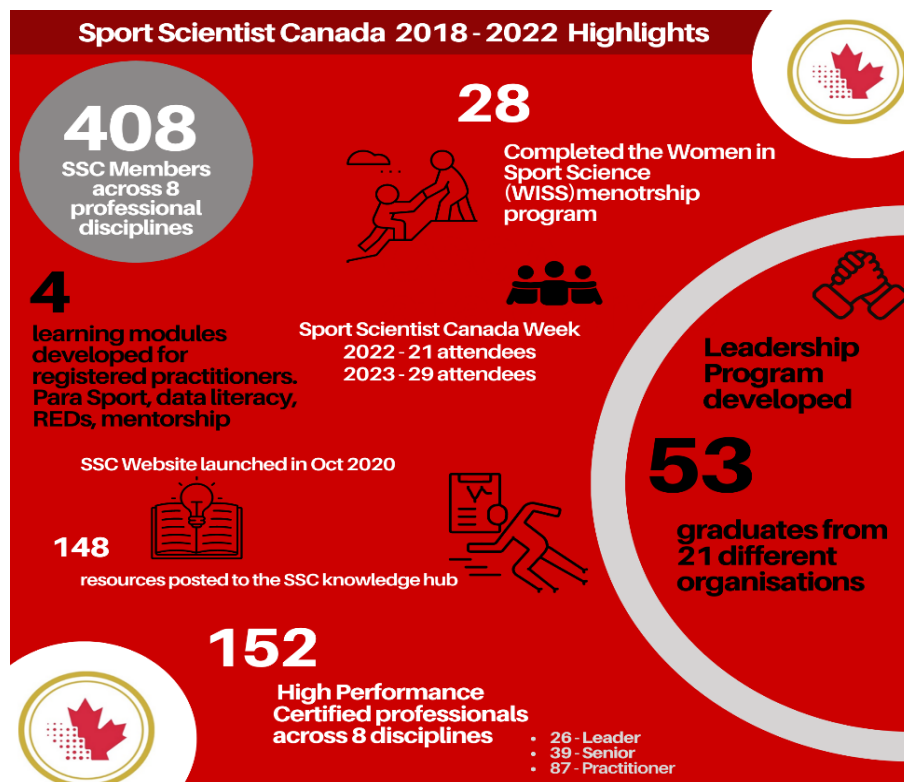
Ryan Atkison (CSIO)  
Dr. Mike Wilkinson (COC)  
Leo Thornley (CSIA)  
Josée Grand'Maître (COC)

# 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 in order 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, 5 cohorts have been completed.
- Advanced the development of women sport scientists, through the development and launch of the mentorship program, WiSS (Women in Sport Science). Since 2018, 5 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, 10 reviewers have been trained, and 152 practitioners have been certified.
- Creation and launch of 4 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 health & 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.

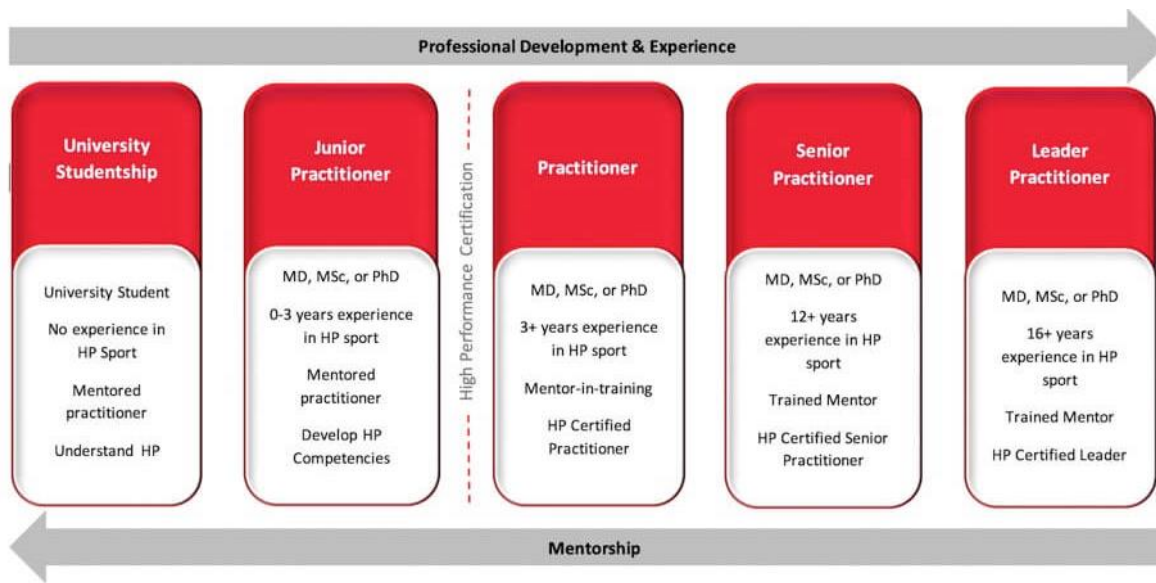
## Mission

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. Leadership & Mentorship:** Practitioners learn and demonstrate leadership behaviours and mentorship skills for application in the DTE and competitive environments.
- 2. Knowledge Generation & Mobilization:** Scientific research and innovation is generated annually with applied sport science mobilized to the SSC Community.
- 3. Professional Standards:** Criteria and competencies in high performance sport are upheld and promoted on an annual basis.
- 4. Practitioner Career Pathway:** The practitioner career pathway is promoted in early stages of career development with a framework aligned across the sport system.

**Figure 1 – High Performance Practitioner Career Pathway**



# OUR GOALS

## GOAL 1 – Leadership and Mentorship

**Practitioners learn and demonstrate leadership behaviours and mentorship skills for application in the DTE and competitive environments.**

**G1 - Objective 1:** Deliver leadership and mentorship training annually.

### Strategies

- Deliver LEAD program to practitioners working towards leadership goals
- Deliver WISS program to mentees and mentors annually
- Promote the mentorship module to all SSC Members and require the module for all program mentors
- Debrief each program annually and create a set of recommendations for progression to meet practitioner needs

**G1 - Objective 2:** Formally assess leadership behaviours and mentorship.

### Strategies

- Assess leadership and mentorship skills against high performance competencies during the HPC submission and interview process at senior and leader levels.

**G1 - Objective 3:** Provide leadership and mentorship opportunities that facilitate skill application and demonstration.

### Strategies

- Provide and turnover High Performance Advisory Council (HPAC) roles
- Require annual reports of project progression from HPAC Leads
- Offer preferred access to SSC programming for IST Lead roles in partner organizations
- Create working group and committee roles that are available by application
- Advocate for WISS mentor enrollment according to individual workplans and goals
- Promote at-Games roles to junior and senior practitioners to accrue multi-sport competition and major Games experience

**G1 - Objective 4:** Increase inclusive programming for our diverse SSC community

### Strategies

- Uphold gender-focused programming designed to advance women in sport science
- Create an EDI strategy for SSC ensuring diverse voices both delivering and accessing programming

- Track program access and diversity aspects of participants based on membership information shared
- Increase diversity and reach gender-parity for individuals involved in leadership, mentorship and experiential programming opportunities
- Showcase monthly case studies and storytelling from diverse and gender-balanced practitioners on the SSC website
- Create EDI Best Practices education tool for practitioners

## **GOAL 2 – Knowledge Generation & Mobilization**

**Scientific research and innovation is generated annually with applied sport science mobilized to the SSC Community.**

**G2 - Objective 1:** Conduct and financially support applied sport science research focused on high performance sport.

### **Strategies**

- Create a Research & Innovation working group(s) to enhance collaboration
- Engage MITACS partnership to fund 1-2 PhD and post-doctoral students for multi-year projects each 2 years
- Fund 5-8 Innovation for Gold (I4G) performance-enhancing NSO-driven projects that can be completed within 12 months.
- Publish I4G and MITACS projects in peer-reviewed journals and on the SSC website between 1-4 years post-completion

**G2 - Objective 2:** Host events to showcase sport research and innovation in Canada

### **Strategies**

- Build a sustainable plan to organize and host the annual Sport Innovation (SPIN) Summit
- Organize and host annual Pan-Canadian scientific discipline meetings

**G2 - Objective 3:** Produce content on a shared platform dedicated to best practice and key topics in HP sport

### **Strategies**

- Organize and promote WISS & LEAD Community of Practice topical webinars quarterly
- Coordinate and release COPSIN lunch and learn series to SSC Members
- Coordinate and release Olympic and Paralympic Games environment content annually to SSC Members
- Host I4G and MITACS research webinars quarterly
- Re-vamp the Knowledge Hub section of SSC website for ease of access and organization



## **GOAL 3 – Professional Standards**

**Criteria and competencies in high performance sport are upheld and promoted on an annual basis.**

**G3 - Objective 1:** Increase total number of High Performance Certifications annually

### **Strategies**

- Launch campaign to communicate with NSOs and invite practitioners to join SSC as Professional members while working towards their HP Certification
- Launch HPC Continuing Competency program with adherence by all HPC members in first 2 years

**G3 - Objective 2:** Launch and implement two Area of Focused Competence (AFC) programs.

### **Strategies**

- Award 20 Para Sport AFCs in the first year, with 10 in each subsequent year to 2028
- Award 10 Data Science AFCs in the first year, with 3 in each subsequent year to 2028

**G3 - Objective 3:** Advance the management of SSC membership

### **Strategies**

- Create new SSC website and maintain at a professional level to increase traffic, content awareness, and streamline administration of registration and programs in year 1.
- Transfer registration system to the new website to assess student, professional, and associate applications, and provide program access & tracking, and to monitor traffic on the site
- Build communication strategy to engage the community and increase both membership and traffic to the site by 30%

## GOAL 4 – Practitioner Career Pathway

The practitioner career pathway is promoted in early stages of career development with a framework aligned across the sport system.

**G4 - Objective 1:** Align practitioner pathway elements among sport partners.

### Strategies

- Adopt and help shape discipline-specific credentials of professional scientific associations and align membership pre-requisite criteria
- Embed HP Competency learning in the IST-focused curriculum of the Advanced Coaching Diploma (ACD) program at Coaching Association of Canada (CAC)
- Coordinate at-Games roles for practitioners to align professional criteria and selection processes open to a diverse group of practitioners

**G4 - Objective 2:** Partner with University programs on curriculum alignment for entry to high performance sport.

### Strategies

- Identify universities with programs targeting high performance sport emphasizing existing partnerships with COPSIN
- Create a framework for curriculum that can be adaptable to each university and sport institute
- Promote said programs via the SSC website and include opportunities for SSC to promote at the universities during career week or class time

**G4 - Objective 3:** Establish and adopt a sustainable internship framework across sport partners.

### Strategies

- Create national internship opportunities in targeted practitioner disciplines to develop HP competencies via mentorship and practical experience
- Establish advanced technical competency profiles for high performance sport application
- Identify international professional development opportunities with partners

**G4 - Objective 4:** Increase awareness of well-being education modules, webinars, and symposiums delivered by partners.

### Strategies

- Create webpage on SSC website for practitioner wellness including section on well-being education
- Create practitioner self-care education session for annual delivery
- Direct practitioners to safe sport and mental health modules, OTP culture tool and implementation information for NSOs, and Game Plan resources
- Promote access to Game Plan mental health services via SSC website
- Promote NSO and COPSIN mental health strategies and services via SSC Website