



GOLF ONTARIO

Vision: Golf for All

Mission: We Shape Lives by Connecting People to Positive Golf Experiences

Values: Passion | Respect | United | Accountable | Brilliant

With more than 100 years of history and tradition, serving 135,000 members, Golf Ontario is one of the largest golf associations in the world. We strive to align with all golf stakeholders through a connected golf community while encouraging both youth and adults to play more golf, more often.

With our vision of Golf for All, Golf Ontario is committed to creating a diverse and safe environment within our organization and across the sport of golf.

If contributing and making an impact for 'Golf For All' sounds exciting, we'd like to hear from you!

ROLE:	Chief Sport Officer
SUMMARY:	The CSO is responsible for the oversight, strategic development and operational excellence of Golf Ontario's Competitions, Junior Performance and Participation programs within a safe and inclusive sport system.
REPORTING STRUCTURE:	Chief Executive Officer
STATUS:	Full Time: 35 hours per week / Permanent / Replacement Hire
LOCATION:	Hybrid work-from-home environment, time required in the office in Uxbridge, ON, with travel throughout the province.

ROLE ACCOUNTABILITIES:

PARTICIPATION

- Drive the vision and strategy to grow participation in golf across Ontario, ensuring programs and partnerships align with Golf Ontario's Golf for All and Equity, Diversity & Inclusion (ED&I) strategies.
- Strategize and lead the collaboration with Regional Managers, fostering partnerships with facilities to expand participation programming and recreational play opportunities across all serviced regions.
- Oversee innovation and operational excellence in the design and delivery of participation events, programs, and initiatives through direct collaboration.
- Collaborate with the CEO and industry partners to leverage research, data, and insights that enhance public perception of golf and drive individual and family engagement in the sport.
- Develop and lead a participation initiative that will shape lives by connecting people to positive golf experiences across Ontario.

JUNIOR PERFORMANCE

- Drive and lead the athlete and coach development strategy, ensuring alignment with Golf Ontario's Strategic Plan and Long-Term Athlete Development framework.
- Strategize and oversee the Junior Golf Pathway, including performance programming and Team Ontario initiatives that prepare athletes to reach their full potential.
- Collaborate with key partners such as Golf Canada, coaches, tour and event organizers, facilities, and funding agencies (e.g., Ministry of Sport) to advance the Performance Strategy.
- Drive and lead a safe, inclusive, and excellence-driven high-performance environment that reflects Golf Ontario's values and commitment to athlete wellbeing.
- Develop and lead Golf Ontario's Junior Development programs.



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- Provide leadership and work closely with Coordinator Junior Performance & Head Provincial Coach to monitor the execution of Golf Ontario's Performance strategy and the Junior Golf Pathway systems including athlete and coach development, performance programming and the Team Ontario program, in alignment with Golf Ontario's Strategic Plan and Long-Term Athlete Development plan.

COMPETITIONS

- Support the Director of Competitions & Rules to elevate Golf Ontario championships to premier, nationally recognized tournaments that are must-attend events for players, volunteers and partners.
- Drive the vision for Golf Ontario's championship structure, ensuring events reflect the highest standards of organization, integrity, and player experience.
- Strategize with the Director of Competitions & Rules to position Golf Ontario championships as premier, nationally recognized tournaments that attract top athletes, volunteers, and partners.
- Oversee innovation and operational excellence for all competitions, ensuring alignment with Golf Ontario's mission, brand, and performance objectives.
- Collaborate with national and regional partners to ensure Ontario competitions contribute to the broader Canadian golf ecosystem and player pathway.

SPORT LEADERSHIP

- Lead and develop a unified vision for participation and performance, ensuring alignment across Golf Ontario departments and stakeholders.
- Lead and develop a Junior Performance Program, Participation, and Competitions portfolios, fostering collaboration, accountability, and continuous improvement.
- Collaborate with the CEO and Leadership Team to integrate sport development strategies within the overall organizational plan and priorities.
- Represent Golf Ontario at key provincial and national events, committees, and industry forums, serving as a trusted ambassador for the sport and the organization.

BEHAVIOURS AND SKILLS WE VALUE:

- Bring energy to everything you do
- Do what you say and own your actions
- Celebrate differences and lead with kindness and empathy
- Succeed as a team through collaboration and communication
- Never stop elevating
- Develop staff through delegation and accountability.
- Make informed decisions in a confident and timely fashion.
- Lead and inspire a collaborative and united team.
- Be self-aware, recognizing how you impact and are perceived by others.
- Develop and achieve a departmental budget and provide monthly forecast updates.
- Engage in revenue generation outside of your pillar or area of oversight

QUALIFICATIONS AND REQUIREMENTS

- Post-secondary education in sport management/business or a sports science-related discipline
- Minimum of 10 years of experience in high performance sport industry with demonstrated success leading, implementing, monitoring and evaluating strategic sport programs



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- High golf IQ/expertise
- Demonstrated computer skills in Microsoft Office Suite (Outlook, Word & Excel)
- Hybrid role with the ability to work in the Uxbridge office weekly

COMPENSATION AND BENEFITS

- Bi-weekly salary with annual salary band of \$100,000.00 - \$130,000.00 annually
- Extended Health and Dental Benefits
- 5% Group RRSP Match
- Golf partnership benefits

Golf Ontario is dedicated to employment equity and fostering diversity within the workplace in order to build an inclusive workforce where all employees have the opportunity to reach their potential. We are also committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation during any stage of the recruitment process, please notify Human Resources at humanresources@golfontario.ca

*Golf Ontario thanks all applicants but will contact only those who will be invited for an interview. Qualified/Interested applicants should complete the online application form including a PDF copy of your resume and cover letter by **April 17, 2026***

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