

August 26<sup>th</sup>, 2020

Dear Sport Leaders,

I am extremely pleased to announce that James Brough is the successful candidate for CSIO's new Director, Performance Pathways position. After a very thorough search process, the Selection Panel felt that James' skills and expertise align well with the necessary attributes to move the organization forward in this key area.

Having been in the trenches as one of CSIO's High Performance Athlete Development Advisors, James has a keen understanding of how the Performance Pathways and Performance Services departments can work hand-in-hand together. James has developed solid relationships with PSOs and has demonstrated strength with building and maintaining networks. He has strong sport systems knowledge having worked both in the Australian sport system at Queensland Swimming and the Queensland Academy of Sport, and within the Canadian sport system for the past 15 years.

James will be responsible for leading CSIO's provincial high performance sport programs including the Ontario High Performance Sport Initiative (OHPSI), talent identification programs including the Canadian Olympic Committee's (COC) RBC Training Ground and Canadian Paralympic Committee's (CPC) Paralympian Search, and the Athlete Services and Game Plan Programs. James will also be responsible for leading the organization's internal professional development and mentorship initiatives; stakeholder education programs for coaches and technical leaders; and coach education programs including the Advanced Coaching Diploma (ACD) Program.

Quote from James:

*"I'm thrilled to be stepping into the role of Director, Performance Pathways and I'm equally excited to work with the talented team who make up the new Performance Pathways Department. I look forward to continuing to work with the exceptional staff at CSIO who strive everyday to elevate people and performances. Staying true to our core values of Commitment, Synergy, Integrity and Openness, we will support Ontario athletes, coaches and technical leaders on their journey through the high performance pathway."*

James will assume the Director, Performance Pathways position effective immediately, and the search for a new Pathway Advisor will begin shortly.

Sincerely,



Debbie Low  
CEO