EsportCanada.org
info@esportcanada.org

National Lead, Scholastic Competitions & Tournament Operations (Edu/K-12)

Organization: Esports Canada
Division: Edu (K-12 Education)
Location: Remote (Canada)
Position Type: Volunteer
Reports To: Chief Executive Officer/Director of Education

About Esports Canada

Esports Canada is the National Sport Organization for competitive gaming in Canada. Our mandate is to lead, develop, and promote a safe and inclusive esports ecosystem through the implementation of a Long-Term Development (LTD) framework.

From grassroots community play to the high-performance podium, we are committed to establishing national standards for coaching, officiating, and athlete pathways. As the voice for esports both domestically and internationally, Esports Canada works in collaboration with provincial and territorial partners to ensure competitive gaming is accessible, equitable, and excellence-driven for all Canadians.

The Role

The National Lead, Scholastic Competitions & Tournament Operations (Edu/K-12) provides strategic direction and operational leadership for Esports Canada's elementary and secondary school competition ecosystem. This executive role anchors the national K-12 league framework by establishing structured, age-appropriate competitive pathways that prioritize student safety, digital literacy, educational outcomes, and sportsmanship. Designed to accommodate experienced sport administrators or high-performing post-secondary student leaders seeking national governance experience, the National Lead serves as the bridge between publisher relations, provincial educational bodies, and local school teacher-coaches.

Core Strategic Responsibilities

1. Scholastic Tournament Operations & League Management

- Architect and oversee the national K-12 competitive calendar, seasonal leagues, and championship events across participating provinces and territories.
- Establish standardized match scheduling, platform infrastructure, and dispute resolution workflows tailored to school operating calendars and school district policies.
- Implement competition structures aligned with the Long-Term Development (LTD) framework

2. Rulebook Governance & Fair Play Standards

- Author, review, and maintain national K-12 competition rulebooks, codes of conduct, and eligibility guidelines.
- Ensure fair play, anti-cheating, and match-integrity protocols meet national sport governance standards.
- Manage league disciplinary review panels and appeals processes with transparency and institutional integrity.

3. Safe Sport Enforcement & Lobby Moderation

- Embed Safe Sport policies, background check protocols, and screen-time guidelines into all competition lobbies and voice communication channels.
- Oversee the recruitment, training, and supervision of volunteer match referees and student/graduate lobby moderators to guarantee harassment-free competition spaces.
- Establish clear reporting mechanisms for behavioural infractions, toxicity, or safety concerns in compliance with national youth protection standards.

4. Publisher Compliance & Game Title Selection

- Evaluate and select age-appropriate game titles (incorporating ESRB rating verification) in alignment with school board policies and parental safety expectations.
- Coordinate with video game publishers and platform providers to secure educational licensing, white-listed server access, and community tournament permits.
- Guarantee that all game software usage strictly complies with intellectual property and publisher terms of service.

5. Teacher-Coach & Match-Day Support

- Develop match-day toolkits, administrative guides, and onboarding workshops for teacher-coaches and faculty advisors.
- Provide responsive match-day operational support to minimize administrative burden on participating educators.
- Maintain structured feedback loops with teacher-coaches to continuously refine competitive operations and accessibility.

Requirements, Qualifications & Student Eligibility

- **Education & Credentials:** Completed post-secondary degree OR current enrolment in an accredited Canadian post-secondary institution (undergraduate or graduate degree/diploma program) in Sports Management, Education, Public Administration, or a related discipline.
- **Experience & Demonstrated Leadership:**

    - *Professional Path:* 2+ years of progressive leadership experience in tournament operations, athletic administration, or scholastic sports within Canadian school boards or sport organizations.
    - *Post-Secondary Student Path:* Demonstrated leadership experience in collegiate/varsity esports administration, campus intramurals, regional tournament execution, or student association governance.
- **Governance & Safeguarding:** Familiarity with Safe Sport guidelines, Canadian amateur sport governance models, and provincial student privacy considerations (e.g., PIPEDA, provincial privacy acts).
- **Technical Proficiency:** Hands-on knowledge of esports tournament platforms and game title ecosystems suitable for scholastic integration.
- **Mentorship & Mentee Readiness:** Strong interest in volunteer team stewardship, with executive mentorship provided by Esports Canada senior leadership for post-secondary appointees.

Process of Review & Selection

1. **Phase 1: Application Review** – Evaluation of submitted resume, portfolio of event/governance work, and cover letter.
2. **Phase 2: Virtual Panel Interview** – Scenario-based evaluation assessing governance alignment, Safe Sport crisis handling, and scholastic operational strategy.
3. **Phase 3: Appointment** – Shortlisted candidates will be reviewed by the Executive Team. A formal Letter of Offer will be issued upon executive confirmation.

Application Submission Details

Applications are open from **November 1, 2026** to **November 30, 2026.**

Please submit your resume and a brief cover letter outlining your interest in Education (K-12) esports to **melissa.burns@esportcanada.org**.