



 Sport to tactical:
opportunities in
Canadian Armed
Forces

Elliott Richardson




1


Background: Who's this for and why



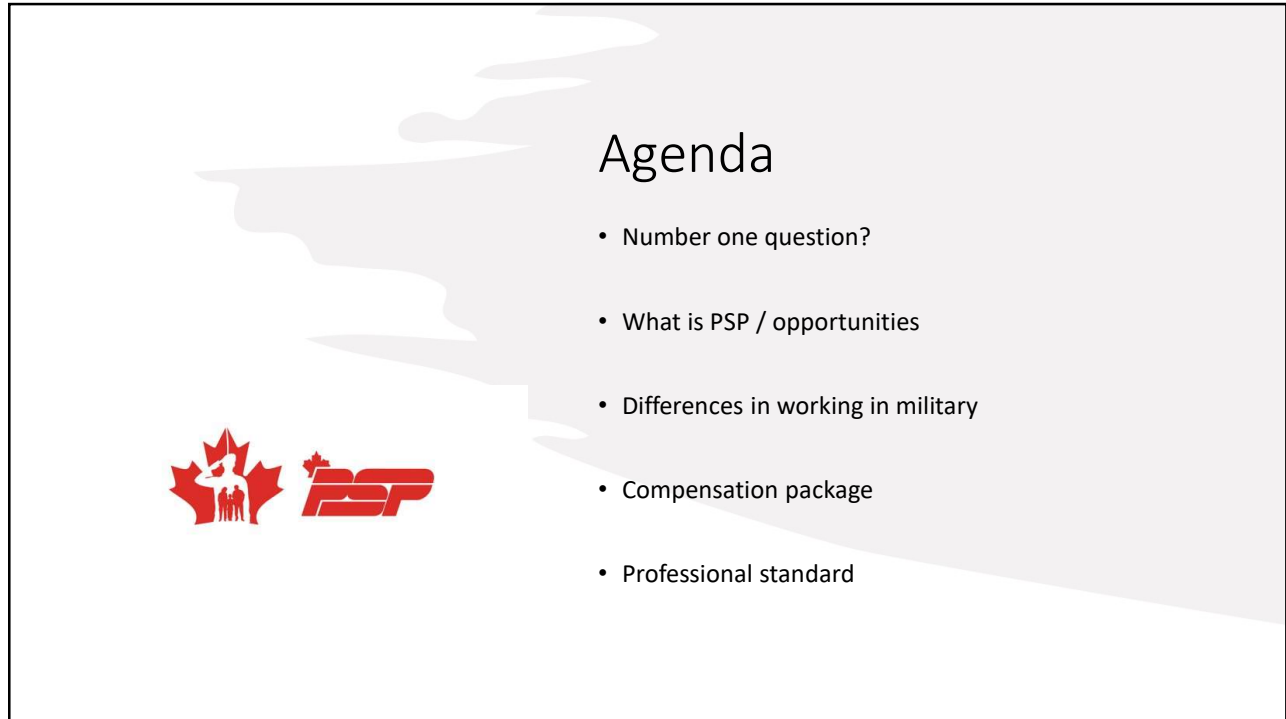









2

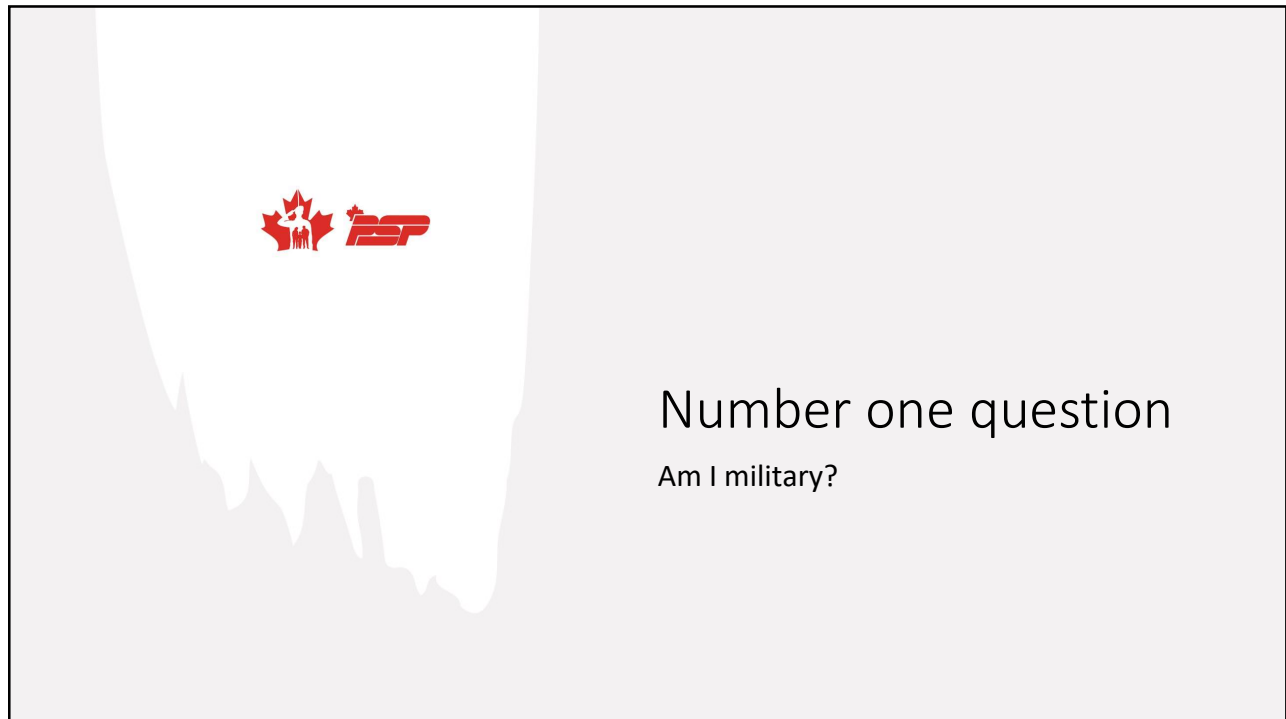


Agenda

- Number one question?
- What is PSP / opportunities
- Differences in working in military
- Compensation package
- Professional standard




3



Number one question

Am I military?



4

What is PSP?

- Division of CFMWS
- Vision
 - Improve lives at home and around the world
- Mission
 - We make our members stronger
- Broad range of services and locations



5

Various opportunities

- Fitness and Sports
- Recreation
- Reconditioning
- Strength and Conditioning Specialists
- Health Promotion Specialists
- National Training Centre
- Special Operations
- Research and Development
- Deployed operations
- Supervision, management and leadership roles



6

Fitness/S&C

- Fitness (FI / FSI)
- Physical Exercise Specialist (Reconditioning)
- Strength and Conditioning Specialist
- Fitness Coordinator
 - Sports/Rec



7

Typical Day

- Morning Group Training
- Consults, individual coaching & program development
- PM testing/program development/consults
- Differences for positions



8

Throughout the year

- Education & clinics
- Testing/training for specialty trades
- Observational opportunities
- Sport & recreation events



9

KPIs

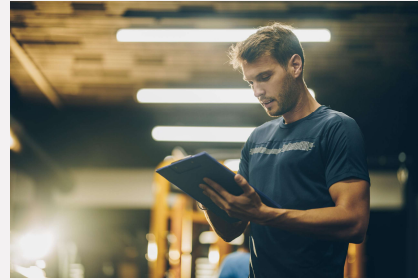
- FORCE Test
- Individual fitness goals
- Specialized fitness tests
- Long term outlook



10

Differences of military to sport

- Age range
- Autonomy
- Informed member
- Role (instruct, coach, consult, educate)
- Range of performance/fitness KPI's
- Consistency
- Annual plan



11

Career progression/variation

- Sports and recreation
- Reconditioning
- Health promotion
- National Training Centre
- Research and Development
- Deployed operations
- Supervision, management and leadership roles
 - Coordinator
 - Manager
 - Sr Manager
 - Associate Director
 - Director



12

Compensation



Paycheck vs total compensation package



Hours worked / vacation / holidays



Employer cost 26%

13

Paybands



Band	Min	Max	Example
A	132,560	165,880	Director
B	120,160	150,200	Associate Director
C	104,560	130,740	Sr Manager
D	90,550	106,580	Manager
E	79,920	94,060	Specialist
F	71,690	84,380	Coordinator
G	63,200	74,360	Coordinator
H	56,130	66,070	PES
Variable	48,500	64,000	Fitness Instructor

14

Benefits

- Competitive Salary
- Paid/Unpaid Leave
- Career Growth
- Flexible Work Options
- Health, Dental, Drug & Vision Benefits
- Defined Benefit Pension Plan
- Retirement Savings Plans
- Training & Development
- Health & Wellness Program
- Free Second Language Training
- CFOne Benefits And Discounts
- Recognition Program
- Supporting Diversity & Inclusion
- Team Building & Social Events
- Volunteering & Giving Opportunities
- Education Support




15

Summary

- Variable, different role, opportunity
- Professional standard and career



16



More information


Site

- cfmws.ca/sport-fitness-rec

Jobs

- cfmws.ca/about-us/cfmws-careers

17



Thank you

18