



TriCities Female Ice Hockey Association
34A – 2755 Lougheed Hwy, Suite 609
Port Coquitlam, BC
V3B 5Y9

INDEPENDENT CONTRACTOR JOB POSTING

ICJP#: 2025-05
TITLE: Ice Allocator

1. INTRODUCTION

1.1 Background

TriCities Female Ice Hockey Association (“TCFIHA” or the “Association”) is a community based non-profit minor hockey association, guided by our volunteer board of directors (“Board”) and run primarily by volunteers from our membership. TCFIHA is home to over 350 female hockey players from our 5-year-old U7 Division to 20-year-old U21 Division.

1.2 Philosophy

All children who wish to learn the skills of hockey should have the opportunity to do so, within the limitations of available facilities, financial restrictions, and available volunteer coaches. Furthermore, to provide an environment in which these children can learn hockey skills, play hockey at a level consistent with their aspirations, learn good sportsmanship and develop into young adults that their families and community can be proud of.

1.3. Amateur Hockey Structure

TCFIHA is a member association of and subject to the rules and regulations of:

- PCAHA;
- BC Hockey; and
- Hockey Canada.

2. INVITATION

The Association, by its volunteer elected Board, invites qualified parties (each, a “Proponent”) to submit an application for the performance of the duties required of a TCFIHA Ice Allocator as detailed below (the “Work”). As support staff for the Association, the Ice Allocator is subject to the policies, procedures, rules, and regulations of the Association, PCAHA, BC Hockey, and Hockey Canada.

3. SUBMISSION INSTRUCTIONS



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3.1 Anticipated Timeline

The following table sets out the anticipated timeline for this ICJP:

Activity	Timeline
Closing Date	1700 PST, Sunday, June 15 th , 2025
Interviews	June 16 th to 26 th , 2025
Awarded	Friday, June 27 th , 2025
Work Commences	Tuesday, July 1 st , 2025

The dates above are estimates only and are subject to change at the sole and absolute discretion of the Board.

3.2 Delivery of Applications

Applications are to be in the form of a Cover Letter explaining how you would be a good fit for TCFIHA and a CV sent electronically by way of email to President@TriCitiesFemaleIceHockey.ca.

3.3 Closing Time

Applications must be received on or before the Closing Time (date and time) as listed in Section 3.1.

3.4 Late Applications

Applications received after the Closing Time will not be considered unless approved by the President.



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3.5 Amendment of Applications

A Proponent may withdraw or amend (additions, deletions, or substitutions) a submitted application in the same manner as described in Section 3.2 at any time prior to but not after the Closing Time.

3.6 Contact Person

The following person is the “Contact Person” for this ICJP: Peter Aragon
President@TriCitesFemaleIceHockey.ca

3.7 Scope of Work

The key responsibilities of the Ice Allocator include:

- 3.7.1 Responsible for acquiring and scheduling of all ice time for TCFIHA's hockey program including evaluations, camps, clinics, and yearly tournament.
- 3.7.2 Attend ice allocation meetings with facilities.
- 3.7.3 Maintain TCIFIHA Ice email account.
- 3.7.4 Liaise as required with PCAHA, TCFIHA President, and TCFIHA teams on ice schedule.
- 3.7.5 Maintain the ice schedule regularly on the TCFIHA website.
- 3.7.6 Evenly and fairly distribute practice and game times for all TCFIHA teams
- 3.7.7 Manage and communicate ice closures, available ice, and ice requests with coaches and managers.
- 3.7.8 Liaise with the tournament director for creating an ice schedule for our yearly tournament.
- 3.7.9 Monitor and report on the utilization of ice to the Board of Directors.
- 3.7.10 Taking the ice contracts and entering them.
- 3.7.11 Return unused ice to the city for refund.
- 3.7.12 Establish good relationship with the cities.
- 3.7.13 Performs other ice allocation related duties as assigned by the President.

The duties above are anticipated duties that may be modified at the discretion of the President and/or the Executive Committee.

3.8 Expectations

The Ice Allocator is expected to:



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3.8.1 Ensure that the TCFIHA brand, communications, representation, and duties of the position are consistent with the TCFIHA's mission, bylaws, code of conduct, and core values. In all its duties, adhere to the rules and regulations of TCFIHA, PCAHA, BC Hockey, and Hockey Canada.

3.8.2 Make use of their own computer equipment, Wi-Fi, and software required to complete the work.

3.8.3 Have non-traditional, flexible work hours (evenings, weekends)

3.8.4 Be comfortable with seasonal busy periods and demands that require a response in a timely manner

3.9 Form of Application

Proponents should follow the form of Application described in Section 3.2 and provide all or any portion of the scope of work requested by this ICJP.

4. FINANCIAL

4.1 Ice Allocator Salary

TCFIHA Board of Directors has approved a contract salary of \$7,200 for the TCFIHA Ice Allocator Position.

4.2 Independent Contractor Status

It is the intention of the Association that the TCFIHA Ice Allocator is engaged as an independent contractor of the Association and is not an employee of the Association.

4.3 Tax Matters

As the TCFIHA Ice Allocator is an independent contractor and not an employee of the Association, TCFIHA Ice Allocator will invoice the Association on the 20th of every month for the following pay schedule and amounts.

Invoice Date	Amount	Payment Date
July 20 th , 2025	\$600.00	August 1 st , 2025
August 20 th , 2025	\$600.00	September 1 st , 2025



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September 20 th , 2025	\$600.00	October 1 st , 2025
October 20 th , 2025	\$600.00	November 1 st , 2025
November 20 th , 2025	\$600.00	December 1 st , 2025
December 20 th , 2025	\$600.00	January 1 st , 2026
January 20 th , 2026	\$600.00	February 1 st , 2026
February 20 th , 2026	\$600.00	March 1 st , 2026
March 20 th , 2026	\$600.00	April 1 st , 2026
April 20 th , 2026	\$600.00	May 1 st , 2026
May 20 th , 2026	\$600.00	June 1 st , 2026
June 20 th , 2026	\$600.00	July 1 st , 2026

The above payment schedule reflects the TCFIHA Ice Allocator awarded the contract on July 1st, 2025 and running to June 30th, 2026. The above dates can be adjusted if the contract is awarded on a different date.

It is the responsibility of the TCFIHA Ice Allocator to determine if they are required to invoice for GST and if so, the amount as indicated in the table above is exclusive of GST. If the TCFIHA Ice Allocator invoices TCFIHA for GST, then the TCFIHA Ice Allocator must provide their GST number on the monthly invoice.

5. APPLICATION EVALUATION

5.1 Application Considerations

To be considered responsive, an Application must meet all the requirements as outlined in Section 3 above. Applications not meeting all requirements will be considered non-competitive and will not be given further considerations. Only shortlisted Applicants will be invited to an interview with the Executive Committee.

Evaluation Criteria

Applicants Covering Letter and CV will be reviewed along with their interview performance and the Executive Committee will identify the ideal candidate based on the following:

- Strong interpersonal and communication skills.
- Proven ability to work independently, prioritize competing tasks and be able anticipate the needs and requirements of the association.
- Superior organization skills.
- Strong attention to detail/accuracy, willingness to complete projects with high standards.



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- Working knowledge of Excel and MS Outlook.
- Knowledge of Hockey Canada (HC), Pacific Coast Amateur Hockey Association (PCAHA) and BC Hockey requirements on ice times per division.
- Demonstrated ability to meet deadlines.
- Ability to communicate effectively with a wide variety of stakeholders (players, team owners, board members, other league personnel, etc.)
- Required to have their own computer.

5.2 Candidate Selection

The successful candidate will be selected based on the best overall value to the Association as determined by the Board and generally based on the criteria outlined in Section 5.1.

6. CONFIDENTIALITY

Information pertaining to this ICJP, including any additional information provided to the successful candidate, is strictly confidential. The distribution of this information without the express written consent and authorization from TCFIHA is strictly prohibited.

7. CONTRACT AWARD

Upon selection of a successful Candidate, if within thirty (30) days of notification of award by TCFIHA, a written agreement (contract) cannot be negotiated and finalized, TCFIHA at its sole discretion may terminate negotiations with the selected candidate. In this case, TCFIHA reserves the right to enter into negotiations with the next qualified Candidate or to cancel this ICJP entirely and not award a contract to any Applicant. The Association will not be obligated in any manner to any Applicant, selected, whatsoever until a written contract has been duly executed relating to an approved Applicant.

8. RENEWAL OF CONTRACT

TCFIHA and the awarded Candidate have the right to jointly agree to renew the existing contract for an additional year at the end of each contract period.

If TCFIHA Board decides to not renew the contract prior to the end of a given contract year, TCFIHA has the right to do a call out for Applicants and to go through the process outlined herein for determining the best candidate moving forward.