



**BIATHLON
CANADA**

BOARD NOMINEES

2025 Annual Meeting

Annual Meeting Date:
October 15, 2025
www.biathloncanada.ca



Roger Archambault

Biathlon Canada Board Member: 2021-22, 2022-23

Roger has been a key architect of Biathlon Canada's success from 2002 to 2022, leading the post-Nagano 1998 rebuild of athlete pathways that delivered two decades of high-performance results across all international levels—except the elusive Olympic medal. Currently Vice President of Performance Services at the Institut National du Sport du Québec (COPSI Network), he has also held senior leadership roles with Waterpolo Canada, Biathlon Canada, and the University of Ottawa. His 18 years with Biathlon Canada—in roles ranging from National Team Head Coach to Director of High Performance—have given him deep insight into stakeholder needs and the credibility to foster strong partnerships. Roger's experience extends to municipal leadership as Director of Recreation, Sports, and Community Development for the City of Gatineau, and to the Canadian Olympic Committee, where he managed Olympic podium programs for the Beijing, Vancouver, and London Games. He has contributed to seven Olympic Games, two Pan American Games, one Youth Olympic Games, and over 100 World Cup and World Championship events. In 2019, he served as Chef de Mission for Canada at the Winter Universiade. Fluently bilingual, Roger is a graduate of the University of Ottawa.





Katrina Galas

Biathlon Canada Board Member: 2021-22, 2022-23, 2023-24 and 2024-25

Katrina brings 20 years of combined experience in brand management & sport strategy, with a recent focus on women's sport, sustainability & active societies. With an MBA, University of Oregon's Warsaw Sports Marketing Centre and a Bachelor of Commerce, Smith School of Business at Queen's University, she prioritized brand management early on, working on iconic Canadian brands Vancouver 2010, MolsonCoors, followed by global brands Nike, Nielsen Sports. Katrina also worked on emerging brands and new sport properties, leading Brand & Broadcast for the Invictus Games and as the Assistant GM of the CWHL's Toronto Furies. Recently Katrina supported a Paris 2024 sponsor with their Board and ELT program as well as a global sporting goods brand on a qualitative research project on the future of women's sport. Katrina is a multi-sport athlete, has earned Tennis Canada's Instructors Certification, was an MBA Instructor for Sport and Sustainability and in 2023, Katrina was selected to represent Biathlon Canada on the IBU's Sustainability Commission.





Elmar Heger

Elmar Heger has over 25 years of experience in (high-performance) sport as an athlete, coach, and leader. He has served as General Manager of Biathlon Alberta between 2018 and 2025, where he expanded participation, strengthened governance, and fostered inclusivity across the sport. Elmar has also contributed to sport administration through his recent work as the Executive Director of Swim BC, broadening his governance and leadership experience beyond biathlon. With a background in sport management, event and marketing, and organizational development, he brings a strong understanding of both athlete needs and strategic oversight. Elmar is committed to supporting Biathlon Canada's growth and ensuring the sport thrives.





Dylan Hughes

Dylan Hughes lives in Canmore Alberta with his family and three children. He enjoys recreational cross country skiing and biathlon and is a member of the Canmore Nordic Ski Club and Fast and Fossil Biathlon Club. Dylan Hughes is a Chartered Professional Accountant and a Tax Partner with MNP LLP in Calgary. Dylan is on the Board of BURNCO Rock Products Ltd. where he is the Chair of the Human Resources and Compensation Committee .





Roger Soane

Roger, originally from London, England, has over 40 years of international experience managing major properties worldwide. He moved to Whistler in 2008 to lead the Fairmont Chateau Whistler through the 2010 Winter Olympics. After 15 years with Fairmont, he consulted in Hawaii and British Columbia before joining Whistler Sport Legacies as President and CEO in 2013. Since then he has built a sustainable model balancing sport, community, and tourism, ensuring Olympic venues remain active and relevant. A former swimmer and soccer player and coach, Roger has also served on many boards including Tourism Victoria, Tourism Whistler, Whistler Youth Soccer, Whistler Film Festival, and viaSport. He stays active cycling, playing tennis and squash, and going to the gym.





Assia Turenne

Assia Turenne is a senior executive with over 25 years in the federal public service, specializing in strategic governance, organizational transformation, and operational efficiency. She leads critical areas including physical security, risk management, and infrastructure strategy, where she has implemented initiatives that improved efficiency, optimized resources, and enhanced employee well-being. In 2024, she served on Biathlon Canada's Audit Committee, contributing to financial oversight and accountability. A proud mother of three young adults, she values empathy, mentorship, and giving back to her community. Grateful for the opportunities she has had, she is committed to supporting organizations that foster growth, resilience, and inclusion. She is passionate about advancing Biathlon Canada's mission and ensuring a strong, transparent, and sustainable future for the sport in Canada.



