



MOUNT PEARL SOCCER ASSOCIATION
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The Mount Pearl Soccer Association (MPSA) is seeking formal applications for the full-time position of Director of Soccer Operation (DSO)

Overview of Qualifications

The successful candidate will, at minimum, possess the following skills, qualifications, and prerequisites:

- National B License or International equivalent, with National A license preferred
- Preference given to individuals with post-secondary education; degree or diploma
- Experience in directly hiring, managing, mentoring and motivating highly-qualified, elite coaching personnel
- Experience managing technical budgets and associated cost management and reporting
- Experience and understanding With all aspects of Simply Accounting
- An ability to think and plan strategically, and effectively link technical planning with broader

Club goals and strategic intent

- Strong communications skills and an ability to convey technical planning to non-technical Club

stakeholders, including the parents of players

- A team player, with an ability to operate as part of an integrated multi-functional management

team

- Hold a valid driver's license
- Up to date criminal record and background check required

Compensation will be commensurate with experience. Interested candidates should forward their resume,

salary expectations, and references to: robert.hayes@olddutchfoods.com

Candidate screening will be ongoing until the position is filled.

Position Summary

The Director of Soccer Operation reports to the President and works collaboratively with the MPSA Board of Directors

The DSO is responsible for:

- Liaising with
 - MPSA administrative staff
 - MPSA player & parent community
 - NLSA representatives
 - Other soccer clubs
 - NLSA Soccer & Canada Soccer
 - Community partners
- Technical Leadership
- Formal Player & Coach Program Plans
- Coach Development - staff and volunteer development pathways
- Player Development - documentation, education and execution
- Creating a player development pathway
- Budget Management
- Manage full and part time training staff
- Create a High Performance, elite, year-round technical program
- Member Relations & Communication
- Meeting or exceeding Board mandated performance metrics
- Club Growth and Inspiration

Knowledge and Experience

- A belief that youth coaches and youth soccer clubs play a fundamental role in the development of soccer in the country
- Knowledge of and support for the Canada Soccer Pathway (LTPD) model
- A proven track record of success in the development of large youth soccer programs at every level
- Knowledge of the Canadian soccer landscape, and the challenges and opportunities it presents to player development
- Knowledge of elite player development systems and how they differ and integrate with community sport programs.

Strategic Priorities

- Improve education & understanding of Grassroots players/parents to increase the number of players transitioning from Grassroots to MPSA programs
- Growth and strengthening of membership by ensuring the organization is responsive to community requirements and professional in its delivery of programs
- Consistently exemplify the governing principles of professional leadership, passionate service, and progressive collaboration on behalf of MPSA, demonstrating integrity and ethical standards
- Actively identify, recruit, and develop female coaches
- Develop a clear, written Coach Development Plan which includes the establishment of a formal Coach Mentorship program

Technical Leadership

- Evaluate current Academy programs, Coach and Player Development initiatives and make recommendations for improvements based on the Club's short and

long-range strategic goals and objectives

- Act as the chief spokesperson for the MPSA on Club-level technical development matters, including external liaisons with governing bodies and leagues.
- Work within the community to help build the MPSA brand and awareness of our various programs
- Recruit, develop and directly manage the performance of the Club's complement of age group Academy Coaches and other Coaching Staff including external liaisons with governing bodies and leagues
- Monitor compliance of Club curriculum with Canada Soccer Pathway guidelines
- Addressing the frequent changes in the soccer landscape by adjusting plans and programs accordingly
- Provide direction and leadership for all staff coaches and team coaches
- Establish an ongoing education program for parents rooted in the Club philosophy, Canada Sport for Life, LTPD and other related best-practices to support their children's athletic development
- Establish partnerships with university and professional soccer organizations to ensure progression and availability of highest possible opportunities for Club's top soccer talent

People Management

- Recruit, develop and directly manage Academy Coaches and team coaching staff
- Clearly define coaching staff job descriptions, expectations and timelines
- Conduct semi-annual performance reviews of staff coaches
- Create a team atmosphere for coaching staff and motivate coaches to grow and inspire play

Technical program development

- Build on the Club's existing player development program base and improve program quality, delivery and communication
- Maintain procedures for monitoring and evaluating the progress of the Technical Development Plan including player retention, transition and promotion

- Development of specialized programs such as Keeper training, fitness, sport science, skills camps, etc.
- Ensure that the established MPSA style of play is implemented into Technical programming
- Coaches are mentored on supporting and promoting a highly-skilled/technical possession style of play
- Establish structured program quality management initiatives including in-season player evaluations and try-outs.
- Create a culture of ongoing coach education through annual planning and hosting of age specific LTPD Coaching Community & Licensing Streams in accordance with the CSA Coach Education Pathway
- Support and guide the development of Club-wide curriculums for all age groups, including the development of an online technical library
- Build partnerships with external technical service providers to create a fully integrated on and off field coach and player development program

Budget and Office Management

- Be responsible for the Club's overall technical budget including Academy, Grassroots and Community programs
- Directly manage the technical staff budget dedicated to coaching and administrative personnel in the Club's technical department and associated programs and teams
- Be responsible for the Club's, Club house and Turf Field rentals ensuring hut is ready before and after rentals, ensuring there is a balance between revenue and team usage for turf.
- Applying for all grants the club can take advantage of, managing all team monies and with the help of the Ways and Means director co-ordinate all fundraising and sponsorship initiatives.
- Proficient in Simply Accounting to include invoicing, payroll and CRA remittances.

Reporting

- Provide the Board with monthly technical reports for inclusion in monthly management reporting
- Provide an annual review and budget recommendations for the following year
- Contribute as part of the Club's staff management team to meeting and reporting requirements of the Club's Board of Directors and its Technical Committee