Position Title: Talent Development Manager (2 positions available)
Position Term: Full Time
Location: Vaughan, Ontario
Reports To: Technical Director – Talented Pathway

Founded in 1901, the OSA is the largest provincial sports organization in Canada. Its members include more than 650 Clubs servicing over 24,000 teams with 380,000 registered players, 70,000 coaches and managers, and 10,000 referees. The OSA develops and delivers programs and services throughout Ontario with the mission of providing leadership and support for the advancement of soccer in collaboration and cooperation with our membership, partners and other stakeholders by providing exceptional and sustainable programs and services.

Position Summary:

The Ontario Soccer Association is inviting applications for the positions of Talent Development Managers, who will be members of the OSA Technical Department, primarily working within the Talented Pathway. These roles are responsible for Talent Identification and Technical Philosophy implementation within the Ontario Player Development League (OPDL), coaching within the Canadian Soccer Associations (CSA) Regional Exceleration Center (REX) and providing best practice support to OPDL License Holders and the wider OSA membership. The Talent Development Managers will work closely with the Technical Director – Talented Pathway and the High Performance Manager – Talented Pathway. These roles will preferably be based at The Ontario Soccer Association’s home office in Vaughan, and will involve extensive travel and weeknight and weekend commitments. Due to the sensitive and influential nature of this position, it is expected that this role be the sole contribution to the soccer community.

Primary Duties and Responsibilities:

- Talent Identification and Development Leads within the Talented Pathway.
- Attend all assigned OPDL Conference fixtures to track and monitor player and coach development and ensure alignment and implementation of OPDL Technical Philosophy.
- Provide technical education, support and direction in alignment with the OPDL Technical Philosophy to OPDL respective Conference License Holders.
- Head Coach within CSA REX, delivering high quality on-field and classroom weekly sessions.
- Work with CSA Technical Staff in relation to REX player and coach development expectations.
- Actively coach and lead the implementation of the new Regional Talent Centres.
- Head coach during the Provincial Program Transition.
- Provide leadership and establish communication processes to support District Coaches and Technical Directors, especially in regard to player Talent Identification and Development.
- Work with District staff to deliver Talent Development at U12 on Location Days.
- Manage and oversee staff and volunteers that work within Talented Pathway Programs, as required.
• Attend all Talented Pathway Professional Development workshops and support the delivery and facilitation of the workshops directed by the Technical Director and High Performance Manager – Talented Pathway.
• Establish and maintain strong working relationships with OPDL Licence Holder Technical Staff.
• Support the execution of the OPDL License Performance Review.
• Maintain accurate information management records of all OPDL, Player, and Coach Data collected and monitored as part of the role.
• Attend weekly Talented Pathway Technical Meetings.
• Act as an OSA spokesperson within as required within the OSA membership
• Establish and maintain strong relationships and open communication with other OSA Technical Department Managers.

Qualifications:

Experience / Knowledge:

• 10 years coaching within Elite Player Development or higher.
• Experience in delivery of coach education and coach mentorship and guidance.
• Playing experience at an elite level or higher.
• Game and individual performance analysis experience for individual and collective progression.
• Experience in and understanding in the importance of developing and maintaining strong relationships.
• Experience in change management and problem solving to build consensus.
• Clearly demonstrated track record of success in player development
• Thorough understanding of CSA Wellness to World Cup Document and the Canadian Sport for Life’s Long Term Athlete Model, with focus and experience in Train to Train (Stage 4) and Train to Win (Stage 6).

Education and Professional Designations:

• A minimum CSA 'A' License or equivalent
• Learning Facilitator certification
• University degree or college diploma in sport or a related discipline
• Clean Vulnerable Sector Police check
• Valid Driver’s License

Skills and Competencies:

• Strong technical understanding and leadership experience within soccer.
• High Performance program experience, from planning, delivery, execution of the program and ongoing program evaluation.
• Demonstrated experience in building and maintaining strong win / win relationships with technical and administrative staff as well as with parents and players.
• Strong written and communication, negotiation and analytical skills.
• Flexibility to work off-business hours such as evenings and weekends.
• Proven experience and success in presentations and facilitation in small and large settings with a variety of different audiences such as technical directors, boards, coaches, parents and players.
• Excellent communicator with demonstrated interpersonal and communication skills.
• Demonstrated proficiency in the use of common technology and computer platforms.
• Physical capacity to execute regular on-field and off field training sessions of high quality.
• Ability to regularly prioritise and ensure time is being spent in the most important places.
• Subscribes to continual professional development and self-improvement.
• Able to work harmoniously as a team player, ability to multi task and prioritise activity demonstrating initiative and energy.
• Demonstrated 'self-starter', ability to maintain motivation and focus while working remotely on occasions.

Internal Contacts:

• All

External Contacts:

• Canadian Soccer Association Staff, Sporting Organizations, Municipalities, Districts, Clubs, Leagues

To submit your candidacy, please email a cover letter and resume to jobs@soccer.on.ca.

Submission Deadline: Tuesday, November 26, 2013 at 5:00 pm

We thank all applicants for their interest but only those selected for an interview will be contacted.