



# Mission Soccer Club

PO Box 3164, Mission, British Columbia, V2V 4J4

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Mission Soccer Club is a non-profit organization consisting of over 800 youth and adult players playing in two distinct soccer seasons – Fall/Winter and Spring. It is the largest sports organization within the City of Mission located in the picturesque Fraser Valley.

The Club is currently seeking an individual to fill the position of Technical Director. All interested applicants can submit resumes via email to [tdapplication@missionsoccerclub.com](mailto:tdapplication@missionsoccerclub.com). Please include three (3) references along with salary expectations.

Reporting to the MSC Board of Directors, the Technical Director is responsible for developing, implementing, and nurturing player and coach development for the membership of the Mission Soccer Club. The Technical Director provides mentorship to coaches in all programs and fosters good sportsmanship in a safe and fun environment.

## TECHNICAL DIRECTOR REQUIREMENTS

The Technical Director position is “flexible work position” of approximately 1,000 and 1,200 worked hours supporting the Fall/Winter and Spring programming. The position requirements are categorized into five (5) key areas:

### 1. Coach Development:

- Design and administer an overall coach development program which includes systematic evaluation and feedback processes.
- Provide professional development opportunities for coaches and foster the ongoing attainment of coaching certification to build coaching knowledge capacity to player programs and provide strength for the mentorship program.
- Develop and support in the implementation of a recruitment strategy for coaches.
- Develop and maintain the MSC Technical Resource Library including age specific coaching manuals, session plans and other resources helpful in developing a Coach’s understanding of training and game principles.

### 2. Player Development:

- Create and administer a player development model to foster excellence in accordance with BC Soccer and Canada Soccer LTPD guidelines.
- Offer age-appropriate skills training sessions to foster player development.
- Implement player report cards, using the assessment information to make recommendations for player placements/permit lists and to ensure continued individual player skill development.





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### 3. Technical Staff Management:

- Develop and maintain staff coach performance management process including individual goal setting, monitoring, evaluation, feedback, and mentorship.
- Identify training and development needs for all Technical Staff and Youth coaches.

### 4. Comprehensive Program Structure and Development:

- Identify improvements to the current program structure including technical areas for program expansion ((i.e., Summer and March Break camps, Academy, Parent education) and new program development required to enhance the development of players, parents, and coaches).
- Determine age group levels and programs offered from U4 through to U18 age groups.
- Implement program assessment process to determine gaps and continue to develop skill-based development programs based on Canada Soccer standards.

### 5. Administration:

- Identify opportunities for process and policy improvement and recommend changes to the Board of Directors.
- Attend monthly board meetings as requested by the Board of Directors.
- Attend MSC Committee meetings as requested by the Board of Directors.
- Develop and manage the Technical Director programming budget.
- Support the development and management of the Mission Soccer Club's Canada Soccer Club Licensing Program

## DESIRED CORE COMPETENCIES

The Technical Director demonstrates the following competencies and behaviors to successfully fulfill the responsibilities of the position:

- Technical leadership in the development and implementation of up-to-date programming, training, and game management.
- General coaching skills including technical competency, mentorship as well as verbal and written communication.
- General managerial skills including but not limited to administration, organization, leadership, timely verbal and written communication, decision making, resource management, budgeting, and computer proficiency.
- Excellent interpersonal skills in dealing with members, the public, staff, and the Board of Directors under all types of conditions while maintaining a positive and supportive approach.





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## DESIRED KNOWLEDGE, EDUCATION AND EXPERIENCE

- Minimum CSA National B license in coaching (or equivalent). Candidates who do not possess this minimum must provide proof they are working towards the National B Licence or equivalency.
- Possess or interested in pursuing the National Children's and Youth Licence.
- Experience playing at a higher level of play is an asset.
- Experience with youth development and learning models.
- Understanding of training and game models
- Experience coaching with all mini and youth ages and all competitions levels.
- Proficiency in information systems software applications such as Microsoft Office Suite (Word, Outlook, Excel) and databases.
- Experience related directly in not-for-profit organization is an asset.

## SALARY EXPECTATIONS AND POSITION START DATE

Salary will be commensurate with education, experience and, expected annual hours of operation.

The Mission Soccer Club will be accepting applications until March 31<sup>st</sup>, 2023 after which candidates will be contacted for the interview process.

The position start date is August 1, 2023.

