



Position Title: Director of Development
Type: Full-Time, Permanent
Salary: \$90,000+
Reports To: Executive Director
Start Date: Flexible

BACKGROUND

The Burlington Soccer Club (BSC), a not-for-profit organization, was established in 1962. Today, the Club has approximately 8,000 youth and adult soccer players and is one of the largest soccer clubs in Ontario. The BSC is home to the Burlington Bayhawks and is proud of its competitive team successes over the years, which includes 44 provincial championships and 13 national championships. The Club holds a Canadian National License, Ontario Provincial Development League (OPDL) License, and League 1 Ontario (L1O) Franchise.

OVERALL ACCOUNTABILITY

Reporting to the Executive Director, the Director of Development is a leadership team member. The position is responsible for leading the Club's Technical Department, which includes six full-time staff and overseeing the Development, Competitive, and High-Performance programs. The Director will also provide input toward the budget creation process and manage the department's annual budget.

In alignment with Canada Soccer and Ontario Soccer, the Director of Development will implement the Club's Technical Plan, Game Model, Coach Development, Match Official Development, and Player Development Programs.

KEY RESPONSIBILITIES

Leadership

- Develop and implement a new Technical Plan, Player Pathway, and Game Model
- Support the leadership team in the development of the annual budget and strategic initiatives
- Lead the technical department and ensure staff are managing all on-field activities and administrative deliverables
- Manage and uphold all OPDL and League 1 Ontario requirements
- Spokesperson regarding all technical matters with PHSA, OS, OPDL, CS, and League 1 Ontario
- Liaise with key stakeholders regarding technical delivery

Player Development

- Design and evaluate programs supporting the Ontario Soccer and Canada Soccer Long-Term Player Development (LTPD) initiatives
- Develop a centralized, player-specific program with a focus on position and individual skills
- Develop a Pathway for players seeking post-secondary and professional opportunities
- Identify players for provincial and national selections

- Implement KPI's to track player development
- Provide high-level input to Operations Department regarding recreational delivery

Coach & Match Official Development

- Liaise with Club Head Referee to Support Long-term Official Development (LTOD)
- Ensure qualified and experienced coaches are identified to programs as per OS/CS standards
- Increase and develop the Club's current coach's pool in the Development Program
- Create a holistic female coaching pathway and mentorship program

Other

- Other duties as assigned, from time-to-time, by the Executive Director
- Attend coaching conferences
- Attend Club-wide events (AGM, Volunteer Appreciation, Burli Blast, etc.)
- Attend Community events (as required)

REQUIREMENTS

- National 'A' License or equivalent preferred (minimum National B License)
- Excellent knowledge of Canada Soccer and Ontario Soccer LTPD
- Degree or Diploma in related field an asset
- Minimum five years' experience in High-Performance and Grassroots development environment
- Minimum two years' experience in a not-for-profit management role
- Strong verbal and written communication and presentation skills
- Non-traditional and extended hours or work required
- Valid and current Ontario Driver's License
- Other licenses considered an asset (Youth, Children, TD Diploma, Master Learning Facilitator)

REMUNERATION

- BSC offers a competitive salary reflective of experience, health benefits, and professional development opportunities
- The Club may establish an annual incentive or bonus plan

Information provided by candidates for these positions will be used only for candidate selection. We thank each candidate for taking the time and effort to apply; however only candidates to be interviewed will be contacted.

As a member of the BSC Management Team, this position requires a police background check and clearance with respect to persons working with vulnerable persons.

BSC is committed to upholding the values of equity, diversity, and inclusion in our work environment. We value the contributions that each person brings and are committed to ensuring full and equitable participation for all members of our Club.

Candidates requiring accommodation to participate in the hiring process should contact Amal Chauhan, Executive Director, to communicate their accommodation needs.

Expressions of interest, accompanied by a cover letter and resume, will be accepted until Friday, March 31, 2023, at 5pm, and sent confidentially to: achauhan@burlingtonsoccer.com.