



BURLINGTON SOCCER CLUB
3390 SOUTH SERVICE ROAD, SUITE 104, BURLINGTON ON L7N 3J5
905.333.0777 • WWW.BURLINGTONSOCCER.COM

Position Title: Head of Player Development
Position Term: Full-time
Location: Burlington, ON
Reports To: Director of Development
Remuneration: \$60,000 - \$85,000 + Benefits (based on experience)

BACKGROUND

The Burlington Soccer Club (BSC), a not-for-profit organization, was established in 1962. Today, the Club has approximately 16,000 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 success over the years, which includes 50 provincial championships and 13 national championships. The Club holds a Canadian National License, an Ontario Provincial Development League (OPDL) License, and a League 1 Ontario (L1O) Franchise.

POSITION SUMMARY

As a member of the BSC Technical Staff, and reporting to the Director of Development, the Head of Player Development is responsible for leading the design, implementation, and oversight of player development across the Burlington Soccer Club pathway. This role ensures a seamless and aligned progression across Grassroots, Competitive, Academy, and High-Performance environments.

With a strong emphasis on individual player growth and long-term development outcomes, the Head of Player Development drives consistency in training standards, monitors player progression, and reinforces alignment with the Club's Game Model. The position plays a critical role in connecting all stages of the pathway, ensuring players are supported, challenged, and advanced appropriately at each phase.

All responsibilities are carried out in alignment with Ontario Soccer and Canada Soccer National Youth Club Licensing standards.

KEY RESPONSIBILITIES & DUTIES

Player Pathway & Development Oversight –

- Oversee player development progression across: Grassroots Programs; Competitive Pathways; Academy Pathways; OPDL Environments
- Ensure players experience a consistent developmental environment aligned with the Burlington SC Game Model, Club Technical Blueprint, and Long-Term Player Development principles
- Support evidence-based decisions regarding: Player placement; Advancement opportunities; Underage integration within High-performance programs
- Work collaboratively with technical leadership to strengthen the Club's long-term player pathway strategy

Player Assessment & Identification Leadership –

- Serve as assessment coordinator, overseeing the planning and execution of player evaluations, including In-season development assessments; annual seasonal assessments; talent identification events
- Establish and maintain standardized player evaluation frameworks across within Grassroots program
- Coordinate grassroots coaches' involvement to ensure objective and development focused assessment process
- Maintain ongoing player monitoring systems that support long-term progression

Coach Collaboration & Mentorship –

- Act as a Coach Liaison across Grassroots, Competitive, Academy, and High-performance programs to ensure alignment amongst coaching environments to support player development objectives
- Provide on-field mentorship to coaches by: Supporting session implementation aligned with the Game Model; Assisting Coaches in solving player development challenges; Modeling best practices in training environments
- Track and support individual player development through observation, feedback, and collaboration with coaching staff

Technical Delivery Responsibilities –

- Plan, deliver, and evaluate high-quality training environments across: Grassroots; Competitive; Individual skill-based programs; Academy (Jr & HP); High-performance programs
- Ensure all programming is: Age-appropriate; development driven; game based and player centered; Aligned with Ontario Soccer Long-Term Player Development standards
- Monitor player progression throughout the Club pathway and communicate development insights to Technical Leadership
- Ensure alignment with: Ontario Soccer standards; Canada Soccer National Youth Club License requirements; Burlington Soccer Club player development curriculum

Coaching Role Requirements –

- Serve as Assistance Coach – Boys U16 OPDL – support training delivery, match preparation, performance analysis, and individualized player development aligned with Club Game Model
- Serve as Assistance Coach – Men's OPL Team – contribute to the senior performance environment while supporting integration and exposure of youth pathway players
- Lead and manage the Club's High-Performance Camps, including advanced training curriculum; player identification and talent recognition; individual development feedback and monitoring
- Design, implement, teach, and lead the Club's Striker Training program, focused on position-specific attacking development; decision-making and game intelligence; individual player performance tracking
- Provide leadership within the Bayhawks Academy to ensure strong alignment between early development stages and Club's performance pathway
- Support leadership within the High-performance academy, contributing to talent identification; player monitoring systems; pathway integration between programs

Administration & Player Development Operations –

- Perform administrative tasks, player registrations, team rostering, offer letters (PowerUp)
- Support implementation of Club technical policies and development standards
- Collaborate with Operations staff to support program delivery and matchday processes

Club & Community Representation –

- Maintain exceptional service standards supporting positive player and family experiences
- Represent Burlington Soccer Club professionally at community, District, Provincial, and National events
- Support relationships with schools, community organizations, and performance environments that enhance player opportunities

QUALIFICATIONS, EXPERIENCE & SKILLS

- Minimum CONCACAF C Diploma, B Diploma preferred
- Must complete and maintain a safe sport standard as required by District, Provincial, and National Governing bodies
- Experience with Canadian youth and professional player pathway
- Candidates with professional playing experience and coaching experience is preferred
- Coaches working with female players encourage to complete Keeping Girls in Sport
- Strong interpersonal and communication (written and verbal) skills
- Professional, accountable, flexible, tactful, detailed, punctual, and organized
- Commitment to continuous professional learning
- Time management - work week will include evenings and weekends with travel requirements

Information provided by candidates for the position 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 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, to communicate their accommodation needs, at achauhan@burlingtonsoccer.com.

Expressions of interest, accompanied by a cover letter and resume, will be accepted until filled, and sent confidentially to jobs@burlingtonsoccer.com.