



## POSITION PROFILE: TECHNICAL DIRECTOR

**Organization:** North Toronto Soccer (NTS)

**Location:** Toronto, Ontario

**Reports to:** Executive Director

**Leadership Level:** Senior Management

**Direct Reports:** Technical Managers, Key Coaching Staff

## THE OPPORTUNITY

### Lead NTS into the Future

North Toronto Soccer (NTS) is seeking an inspired leader to join our senior leadership team in the role of Technical Director, for one of Canada's largest and most respected clubs.

As a National Youth Club Licence (NYCL) holder, NTS represents the gold standard in governance and development. With over 4,500 active members, your influence will span the entire soccer ecosystem, from the joy of grassroots discovery to the intensity of the Ontario Player Development League (OPDL) and the semi-professional heights of League1 Ontario.

We are seeking a dynamic leader and mentor who will champion our core vision: *"As many as possible, for as long as possible, in the best environment possible."*

## ORGANIZATIONAL IMPACT

As Technical Director, you will connect the club across all programs. You will inherit a high-functioning, diverse technical team and a club with the resources to lead and innovate.

### Your mandate is to:

1. **Define the Methodology:** Audit, design, and implement a unified technical framework that integrates Canada Soccer standards with modern, evidence-based pedagogy.
2. **Develop the Developers:** Build an "NTS Club" culture where coaching education goes beyond certification to focus on real-world mentorship and pedagogical growth.
3. **Connect the Pathway:** Ensure a seamless, logical progression for players moving from recreational programs to competitive pathways, ensuring no player is left behind, and all are valued.

## THE IDEAL CANDIDATE: LEADERSHIP PROFILE

We are looking for a Technical Director who embodies technical and strategic leadership.

- **The Technical Strategist:** You possess a Canada Soccer A Licence (or recognized international equivalent) with a deep understanding of modern training methodologies, specifically Constraints-Led Approach (CLA) and Nonlinear Pedagogy. You value skill acquisition over drills and long-term development over short-term match results.
- **The Culture Builder:** You lead with humility and credibility. You are visible, mentoring junior staff on the pitch on Saturday mornings and presenting strategic reports to the Board on Monday nights.
- **The Safe Sport Champion:** You understand that psychological safety is the bedrock of performance. You are fiercely committed to holistic development, ensuring the emotional and physical wellbeing of every participant.
- **The Learner:** You model a "growth mindset." You are not afraid to make mistakes in the pursuit of learning and improving, and you encourage your staff to do the same.

## KEY RESPONSIBILITIES

### 1. Technical Strategy & Curriculum Design

- **Framework Architecture:** Design and implement a unified NTS Technical Framework that spans all ages (Grassroots to League1 Ontario), adhering to Long-Term Player Development (LTPD) standards while integrating the club's unique DNA.
- **Performance Systems:** Standardize player assessment and feedback loops, ensuring actionable development plans are a priority for athletes.
- **Talent Identification:** Oversee scouting and trial processes that comply with league regulations while identifying potential across the internal recreational base.
- **Data-Driven Decisions:** Leverage technology (video analysis, player tracking) to enhance the learning environment without losing the human connection.

### 2. Coaching Development & Mentorship

- **The "Coach's Coach":** Establish a best-in-class Coach Education Program that prioritizes on-field pedagogy, soft skills, and mentorship over simple certification.
- **Talent Management:** Identify, recruit, and retain high-quality technical staff. Create professional development pathways that align staff career goals with NTS objectives.
- **Quality Assurance:** Conduct regular field visits to audit program delivery, providing real-time feedback to ensure curriculum consistency.

### 3. Community & Culture

- **The Technical Voice:** Serve as the primary technical spokesperson for NTS within the Ontario Soccer and Canada Soccer ecosystems.
- **Parent Engagement:** Develop education initiatives that help families understand the "Long Game" of player development, aligning their expectations with the "As many as possible" philosophy.
- **Connected Community:** Foster a "One Club" feel by facilitating mentorship programs where League1 and OPDL players engage with grassroots participants.

### 4. Operational & Executive Leadership

- **Strategic Planning:** Partner with Finance & Senior Management in building and implementing budgets for programs.
- **Reporting:** Provide transparent, metric-based reporting to the Board of Directors regarding Key Metrics (ie: player retention, technical progress, and program efficacy).
- **Compliance:** Ensure all programs meet the rigorous standards of the National Youth Club Licence and Safe Sport requirements.

## QUALIFICATIONS & EXPERIENCE

- **Certification:** Canada Soccer A-License (or recognized international equivalent).
- **Experience:** Minimum 5–7 years in a technical leadership role within a high-performance youth environment.
- **Safety:** Successful completion of a Vulnerable Sector Check.
- **Pathway Knowledge:** Deep understanding of competitive player pathways in Ontario (i-Model, OPDL, League1 Ontario) and coach education/ development programs delivered by Ontario Soccer and Canada Soccer.

### Assets:

- **Pedagogical Expertise:** Demonstrated experience implementing Constraints-Led Approach (CLA), games-based learning, or similar ecological dynamics frameworks.
- **Education:** Post-Secondary degree in Coaching, Sports Science, Education, Psychology, or supporting field.
- **Tech Savvy:** Proficiency in digital platforms (ie: video analysis, communication, and knowledge management).

## WHY JOIN NORTH TORONTO SOCCER?

- **Scale & Stability:** Lead technical operations for a NYCL-licensed club with a large and financially stable membership base (4,500+).
- **Innovation Hub:** We are a club that embraces new ideas. If you are tired of the "old way" of doing things, NTS is your laboratory to implement modern sports science and pedagogy.
- **Holistic Impact:** This is an opportunity to shape human beings, not just soccer players. You will lead an organization that prioritizes the "Whole Player."

## REQUIREMENTS:

- Must be eligible to work in Canada
- Must be able to meet all requirements for National/International travel (where applicable)
- The successful candidate will be required to undergo an Enhanced Police Record Check and/or vulnerable sector check, safe sport training and other screening requirements.

## COMPENSATION

The salary is commensurate with qualifications and experience. Also included is an attractive employee benefits package (medical, dental insurance). Starting employees receive three weeks' vacation.

## WORKING CONDITIONS

The place of work is the NTS office located in Toronto, Ontario. The position entails a 37.5-hour work week. A hybrid work model (comprised of remote, on the field and in-office work) may be offered at the NTS's discretion. Canadian travel to meetings and National Championships will be required.

## TO APPLY

North Toronto Soccer is an inclusive employer dedicated to building a diverse workforce. We encourage applications from all qualified candidates.

Please submit your CV and a Cover Letter (First Name\_Last Name, and preferably in a PDF) to: [hello@sportlaw.ca](mailto:hello@sportlaw.ca), with the Subject heading, **Technical Director, NTS**.

Deadline for applications is: **February 23, 2026**

While we thank all applicants for their interest, only those selected for an interview will be contacted, beyond receiving acknowledgement of receipt of their application.