



Head of Performance

Organization: Burnaby Football Club (BFC)

Location: Burnaby, British Columbia

Role Type: Full-Time Senior Leadership

Reports to: Director of Football (DOF)

1. The Vision

Burnaby FC is a leading organization in British Columbia, supporting over 3,200 participants from youth to adult. We are seeking a Head of Performance to serve as the primary architect of our performance and high-performance pathways. This role is designed for a strategic leader to evolve our Performance Department, ensuring that programs from youth performance to semi-professional operate with high standards and technical consistency.

As a member of the Technical Leadership Group (TLG), you will work alongside senior technical leads to drive a unified technical vision for the club. This role is built for a collaborative professional who values organizational synergy while leading the delivery of a performance-focused environment.

2. Why Burnaby FC?

- **A Collaborative Ecosystem:** Join within a progressive, high-trust lateral leadership team where ideas are shared and innovation is encouraged.
- **Pathway Influence:** Direct the player journey from youth performance to semi-professional and post-secondary levels within a national-level framework.
- **Scale & Community:** Join one of BC's largest clubs, providing a significant platform for talent identification and professional impact.

3. Key Responsibilities

- **Programmatic Evolution:** Lead the strategic growth of BFC's performance programs, including youth performance, adult semi-professional, and specialized performance centers.
- **Departmental Architecture:** Construct and lead the multidisciplinary Performance Department, including recruitment, budgetary management, and professional mentorship of specialized staff.





- **Methodological Stewardship:** Evolve and enforce BFC's tactical periodization and Game Model application across the entire performance stream.
- **Integrated Performance:** Oversee the synergy between technical training, video analysis, and sports science to maximize player development and wellness.
- **Operational Excellence:** Maintain high accountability standards through session auditing (SSP), monthly performance reporting, and oversight of Individual Player Development Plans (IPDPs).
- **On-Field Authority:** Retain the technical authority to lead sessions across the stream to maintain standards and support high-potential player development.

4. The Profile of Success

We seek a proactive leader who takes ownership of their department and will thrive in a collaborative environment.

- **Licensing:** CSA National A-License/Diploma (or recognized international equivalent) is required.
- **Leadership:** Proven experience leading performance programs and staff at the youth, university, or professional levels.
- **Expertise:** Technical expertise combined with the ability to lead teams, identify departmental needs, and build multidisciplinary teams of specialists.
- **Character:** A collaborative leader who thrives in a "team-first" environment and is committed to the continuous improvement of programmatic standards.

5. Application Process & Timeline

Burnaby FC is committed to finding the right leadership for this pivotal role.

- **Interviews:** Commencing **June 1, 2026**.
- **Target Start Date:** **August 1, 2026**.
- **Closing Date:** This position will remain open until a suitable candidate is found.

To Apply: Submit your Resume and a Cover Letter to the Director of Football.

In your cover letter, please specifically highlight your experience in leading multidisciplinary teams and operationalizing a technical vision within a performance environment

Burnaby FC is an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted.



