

## JOB DESCRIPTION TECHNICAL DIRECTOR & ACADEMY DIRECTOR GIRLS

<b>POSITION TITLE</b>	<b>Technical Director &amp; Academy Director Girls</b>
<b>REPORTS TO</b>	<b>Director of Football</b>
<b>DIRECT REPORTS</b>	<b>Grassroots Director Girls, Initiation Program Director, &amp; U14-U16 AGHC, and U17-U18 AGHC</b>
<b>SALARY</b>	<b>\$70,000 - \$90,000</b>
<b>LAST REVISED</b>	<b>June 2026</b>

### **Role Purpose**

The Technical Director, Girls Program & Academy is responsible for providing leadership and oversight for the club's girls programming and academy pathway, ensuring a high-quality, player-centered development environment across all age groups and competitive levels.

This role leads the implementation of the club's technical philosophy, supports coach development, and collaborates closely with club leadership to strengthen player pathways, program quality, and overall club culture. The Technical Director works in partnership with coaches, players, families, and community stakeholders to foster a positive, inclusive, and development-focused soccer environment.

This is a senior leadership role requiring regular evening and weekend availability aligned with training, competition, and club programming schedules.

### **Key Responsibilities**

#### **Technical Leadership**

- Lead the implementation and ongoing development of the club's technical philosophy and curriculum.
- Ensure consistent coaching methodology and player development standards across all age groups and competitive streams.
- Oversee player development pathways from grassroots through high-performance programming.
- Provide technical leadership and support for U14 through adult programming.
- Support seasonal planning, curriculum design, and technical program evaluation.
- Collaborate with club leadership on long-term technical planning and program growth initiatives.

#### **Coaching Development & Leadership**

- Recruit, supervise, mentor, and evaluate coaching staff within the girls program and academy pathway.
- Support coach education initiatives and ongoing professional development opportunities in collaboration with club leadership.

- Ensure coaches maintain appropriate certifications, licensing, and safe sport requirements.
- Facilitate regular technical meetings, mentorship opportunities, and coaching workshops.
- Foster a collaborative, accountable, and development-focused coaching culture.
- Lead the club's youth leadership program.

### **Player Development**

- Support age-appropriate player development models aligned with long-term athlete development principles.
- Assist with player identification, evaluations, and advancement opportunities.
- Promote athlete well-being, sportsmanship, confidence, and lifelong engagement in sport.
- Support an environment that balances player development, performance, and positive athlete experiences.

### **Club Operations & Administration**

- Collaborate with operational and administrative staff to support program delivery and seasonal planning.
- Assist with team formation, competitive placement, and technical scheduling considerations.
- Contribute to technical budget planning and equipment oversight.
- Ensure compliance with league, association, and governing body standards and requirements.
- Support evaluation and registration processes in collaboration with club administration.

### **Community & Communication**

- Build and maintain positive relationships with players, parents, coaches, schools, leagues, and community partners.
- Communicate club philosophy, expectations, and development pathways clearly and professionally.
- Represent the club at meetings, tournaments, showcases, and community events.
- Promote a positive, inclusive, and respectful club culture.

## **QUALIFICATIONS & EXPERIENCE**

### **Requirements**

- Minimum Soccer Canada National "B" License (or equivalent)
- 5+ years of soccer coaching and leadership experience.
- Experience leading both coach and player development programs.
- Strong knowledge of long-term athlete development principles.
- Excellent leadership, communication, interpersonal and organizational skills.
- Ability to flexible hours, including evenings, weekends, and travel as required.

- Valid driver's license and background check clearance.

### Preferred Qualifications

- National "A" License or equivalent.
- Experience in youth academy or high-performance environments.
- Experience contributing to strategic planning and program development initiatives.
- Familiarity with modern coaching tools, video analysis, and player development technologies.
- Professional and/or National Team playing experience.
- Demonstrated ability to manage multiple priorities in a dynamic sports environment.
- Passion for sport and community engagement.

### Key Competencies & Attributes

**Leadership & Mentorship** – Inspires, supports, and develops coaches, staff, and players to achieve individual and club-wide goals.

**Communication & Relationship Building** – Communicates effectively and professionally with athletes, families, coaches, staff, and external stakeholders.

**Organization & Accountability** – Demonstrates strong planning skills, attention to detail, and follow-through.

**Collaboration** – Works effectively with club leadership and technical staff to support shared objectives.

**Adaptability** – Responds positively to evolving program and organizational needs.

**Strategic Thinking** – Understands and supports the club's long-term vision and development priorities.

**Player-Centered Approach** – Prioritizes age-appropriate athlete development while fostering confidence, enjoyment, and lifelong participation in sport.

**Conflict Resolution** – Navigates challenging situations professionally through active listening, clear communication, and fair decision-making.

### Compensation

- Salary commensurate with experience and qualifications.
- Professional development funding, home office expense allotment, travel reimbursement, and extended benefits.

### Work Environment

- Combination of home office, in person and online meetings, field, and event-based work.
- Evening and weekend availability required during the soccer season.

*Our club is committed to creating a positive and inclusive soccer environment that supports player development, coaching excellence, and community engagement. We welcome*

*applicants who are passionate about growing the game and developing athletes both on and off the field.*

### **[How to Apply](#)**

Please submit your cover letter and resume through Indeed; we are not accepting email submissions through the following link -

[https://ca.indeed.com/viewjob?jk=8d1aa109d7a9c516&from=shareddesktop\\_copy](https://ca.indeed.com/viewjob?jk=8d1aa109d7a9c516&from=shareddesktop_copy)