



Director of Soccer Operations

Pickering Football Club (The Club) continues its search for a new Director of Soccer Operations.

The Club creates and enhances opportunities to participate, develop, and excel in the sport of soccer, while promoting an active lifestyle. Registered as a non-profit organization and incorporated in September, 1984 The Club is governed by an 9-member volunteer Board of Directors. The mandate of the PFC is to provide soccer related programs to the residents of Pickering, and the Durham region which is delivered by a team of 7 full-time staff, 10 part-time staff and 500+ community volunteers that assist as coaches, team managers, camp counsellors, event staff and fundraisers.

PFC is a national leader in player development, coach education and program development. The Club has recently returned to our year-round full field soccer facility and has completed planning for the 2023-2024 year. As a growing club with a strong technical pathway from grassroots to competitive to high-performance we have seen success on the field with current national players and league championships. Our coaching staff is motivated and focused on a player centered environment that continues to attract players.

Our Club vision is to 'be the best Club in Canada', and we are working hard to get there. The critical component is now to appoint a strong technical leader that will move us nearer to that goal, work with the already established club fabric and enhance it with fresh ideas and innovation.

LEADERSHIP

1. Establish the Club's overall technical vision and plan in accordance with the Club's overall mission and vision statement with a mandate to maximize a positive, standards-based culture of coaching and player development.
2. Act as the Club's chief spokesperson for Club-level technical matters involving Ontario Soccer, Durham Region Soccer Association and other governing bodies and leagues.
3. Oversee the delivery of Grassroots, Recreational, Coach Development and Schools to be implemented by the Director of Coaching and Grassroots in accordance with the 'Technical Roles' chart.
4. Establish a positive, safe, healthy corporate/team environment that is conducive to high morale and satisfactory interaction between all employees.



5. Establish partnerships with university, college and professional soccer organizations to develop opportunities for the Club's players to progress their overall development opportunities.
6. Provide the Board of Directors, through the Executive Director and General Manager with monthly technical reports for inclusion in monthly Board meetings. To participate in Board meetings when required.
7. Participate in ongoing personal training and/or performance improvement plans as required including the PFC Staff Performance Appraisal process.
8. Build on the Club's existing development base to provide a year-round development program for all streams. Ensuring each team is led by a Head Coach and that the Director of Soccer Operations only acts in a short-term role.
9. Develop a system for player evaluation and talent identification to ensure progress can be clearly defined for each player and all players are appropriately trained.
10. Ensure the delivery of injury prevention programs (FIFA11+, Concussion etc.) are offered to all players.
11. Ensure that Safe Sport underpins the coaching philosophy and promotes a healthy experience for players and their families.

BUDGETS

1. Work with the Executive Director and General Manager to establish, maintain and exceed the Club's overall technical budget (revenue), including competitive team budgets, OPDL, L10, and other technical budgets.
2. Directly manage the technical staff's compliance with PFC procedures related to administrative duties as identified by PFC.
3. Responsible for providing program budgets that include a thorough analysis of current market conditions prior to budget submission.

HIGH PERFORMANCE

1. Support the growth of the high-performance competitive programs within the Club including coach management, recruitment, and retention.
2. Maintain OPDL compliance across all areas, including grassroots and online tracking systems as designated by Ontario Soccer.



3. Create 'market leading' training programs for high performance players.
4. Actively retain, attract, and recruit new players to the program through appropriate channels.
5. Develop and implement fitness programs to ensure the continued improvement of strength and conditioning of all players, as well as their physical and mental health and safety.

MATCH OFFICIALS

1. Provide support and direction to the Club Head Referee and Recreational Administrator in delivering the Clubs Match Official Development Plan.

TOURNAMENTS AND SHOWCASES

1. Establish an annual calendar of tournaments and showcases for PSC teams and programs.
2. Provide Head Coaches/Team Manager with the program outline and any budgeted items.
3. Ensure documentation is provided to Club Admin. in good time for application and approvals both internally and with DRSA.
4. Ensure Team Head Coaches provide a summary of their competition expectations for the team and a final report on return from competition.

Skills & Requirements

- Must be legally able to work in Canada
- Minimum National B (A License preferred)
- Ontario Soccer TD Diploma
- Childrens License
- 5+ years leadership experience
- Mandatory clear Police Background Check
- Learning Facilitator trained (preferred)
- Excellent verbal and written communication skills required; ability to speak with customers in a professional manner is a must.
- Strong organizational and administrative experience that is equal to the technical skills and ability to prioritize tasks is a must.
- Ability to work independently as well as part of a team is essential; ability to work with little supervision while managing multiple tasks at once is also essential.
- Must be able to manage time effectively and ability to meet deadlines.
- Ability to plan for future projects is also essential; ability to adapt quickly when new priorities are needed is also essential.



The successful candidate's full-time salary will be commensurate with experience and qualifications and includes extended health care benefits.

Work Location:

- Pickering Soccer Centre, Pickering, ON, L1W 4C2 with the ability to attend field sessions across the City, Region and Province.

Application:

Interested applicants are required to submit a Cover Letter detailing their suitability for the role, their resume/CV and salary expectations to Matt Greenwood, Executive Director, PFC at jobs@pickeringfc.ca