

JOB POSTING

Director of Development

Position Title: Director of Development
Position Term: Permanent
Location: Vaughan, Ontario
Reports To: Chief Operating Officer

Background:

Do you want to gain invaluable work experience in the world of amateur sport? Have you ever wanted to help grow the game of soccer in Ontario?

Ontario Soccer is actively searching for talented and ambitious individuals who are passionate about the field of sport management and want to apply their knowledge at Canada's largest provincial sport organization.

Founded in 1901, Ontario Soccer is comprised of more than 550 Clubs servicing over 24,000 teams with 380,000 registered players, 70,000 coaches and managers, and 9,500 match officials, as well as countless volunteers, parents and supporters comprising a direct, multi-cultural community of over 1,000,000 Ontarians.

Ontario Soccer develops and delivers exceptional and sustainable programs and services throughout Ontario with the mission of providing leadership and support for the advancement of soccer in collaboration and cooperation with our membership, partners and other stakeholders. Ontario Soccer also operates the Ontario Player Development League (OPDL) - the province's standards based high performance youth development program and proudly supports Canada Soccer's National Teams, the Canadian Premier League and Toronto FC.

An overall goal of Ontario Soccer is to assist with the equitable development of soccer as a healthy lifestyle choice, provide a talented pathway for players to excel and encourage inclusive community involvement at all levels.

Position Summary:

The Director of Development is a member of the Ontario Soccer Executive Management Team, and oversees and leads the department of Development. In alignment with Canada Soccer's High Performance and Player Development Program, this role will have responsibility and accountability for technical strategy development, technical leadership, planning, implementation and management of all staff and programs within the technical department. Critical to this role are the confidence and skills required to manage conflict resolution and relationship building. The Director of Development



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position reports to the Chief Executive Officer and is the lead face and voice for all technical programming.

Primary Duties and Responsibilities:

GENERAL

- Influential leader within Ontario Soccer and within the Executive Management Group. Works closely with the senior leadership team ensuring cross department collaboration and integration where required.
- Design, oversee and manage an annual department operating plan and budget for all technical programming.
- Official spokesperson for all Ontario Soccer technical programs, unless otherwise delegated.
- Participates in all National Technical Committee Meetings.
- Chair and lead the Technical Advisory Committee (TAC).
- Establish and manage relationships with all key technical leaders within the soccer industry (i.e., Professional Clubs/Academies, Amateur Clubs, Leagues, etc.).
- Lead technical staff on the accountability of the execution of Ontario Soccer's Strategic Plan including leading and designing the technical soccer development strategy.
- Oversee, lead and manage the Sr. Manager, Development and Provincial Excel and Manager, Match Officials Development to ensure strategic implementation and accountability of membership technical programming and service execution.
- Participate and lead technical strategy presentations and discussions within membership and representing Ontario at National and/or International required meetings and events.
- Participate in professional development opportunities domestically and internationally to ensure Ontario Soccer's technical programming is at the forefront of innovation and change as well as assess potential guest speakers for Ontario Soccer run conference events.

HIGH PERFORMANCE AND PLAYER DEVELOPMENT

- Oversee the work of the Sr. Manager, Development and Provincial Excel.
- Participate as a member of the League1 Ontario Technical Committee.
- Lead technical liaison to the Toronto FC Academy and Canadian Premier League, Ontario based Clubs.
- In alignment with Canada Soccer's technical plans, lead and shape Ontario Soccer's technical strategy in Ontario Soccer managed programming, including working in collaboration with Ontario Soccer membership structure's development and competition model.
- Accountability and responsibility for Talented Player Pathway program delivery, involving technical staff management, support and membership education and technical direction.
- Form and maintain close professional relationships with key membership groups especially OPDL and League1 Ontario Licence Holders, and Technical, Holistic, Operational and Management staff.



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- Oversee the technical direction of OPDL, Provincial Excel including the continual progression of the Soccer for Life participant pathway to ensure progressive and integrated movement of players, coaches and match officials through the talented pathway.
- Collaborate with the League1 Ontario Technical Committee on the technical direction of League 1 Ontario, including the implementation and continual progression of the following standards and or programs:
 - Coaching certification
 - Coaching professional development
 - Talent identification and player tracking process
 - Player up and down movement process within the player talented pathway for this level of play
- Work in collaboration with the Chief Executive Officer on the “Integrated Model (“IModel”) strategic project for the new Soccer for Life - development and competition model.
- Ensure continuous assessment and improvement of Player Development Standards and Guidelines in alignment with LTPD principals and Canada Soccer.
- Develop and maintain strong and regular communication with Canada Soccer technical staff including National Team Coaches.

MATCH OFFICIALS DEVELOPMENT

- Oversee the Manager of Match Officials Development and liaise with the Chair, Match Officials Development Committee.
- Ensure continuous assessment and improvement of the Match Officials development programs and alignment with Ontario Soccer strategy and Canada Soccer’s department of Match Officials.
- Provide leadership support to the Match Officials Development staff in the field ensuring all Ontario Soccer Districts are engaged and working under a two-way collaborative approach.
- Oversee and provide leadership where required of the Long Term Officiating Development Program (LTOD) and Match Officials recruitment and retention initiatives.

TECHNICAL ADVISORY COMMITTEE

- Chair and lead the Technical Advisory (Operational) Committee (TAC).
- Provide counsel to all other Operational Committees where required.

Qualifications:

Experience/Knowledge/Skills/Competencies:

- Skilled and confident in areas of conflict resolution and relationship building.
- A leading technical strategist with a record of success in system building and generating results from grassroots to high performance technical programming.
- Previous knowledge and experience working at both the grassroots levels of as well as within the high performance player pathway at a provincial or national level.



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- A technical visionary who is both creative and innovative and who is comfortable leading a high performing technical staff team in a collaborative, yet accountable style of leadership.
- A sound administrator with experience and knowledge of operational planning, budgeting and the art of managing people.
- An engaging public speaker and presenter as well as a confident subject matter expert in their field.
- Skilled writer of plans, proposals and presentations.
- Strong written and verbal communication, negotiation and analytical skills.
- Proficient in the use of common technology and computer platforms.
- Possess a high energy level and a commitment to and passion for the cause of the player, coach and match official education/development, including a dedication to excellence.
- Understands the importance of formal assessment methodology, the acquisition of objective data and evidence based decision-making.
- Experience in managing organizational change and developing new systems and processes.
- Evidence based thinker and comfortable with data analytics.
- Thorough understanding of the principals of Canadian Sport for Life's *Long Term Athlete Development Model* as well as the development and competition structure within Canada and Ontario.
- Adaptable and inter-personal. Ability to create and sustain partnerships/relationships with key stakeholder groups and varying personalities.
- High levels of personal integrity and a very strong work ethic.
- Flexibility to work off-business hours such as evenings and weekends.
- Skilled management; team player, able to collaborate with other department leaders.

Education and Professional Designations:

- Coaching Licenses or relevant Training Certification.
- University degree in sport or a related discipline.
- Clear Vulnerable Sector Police check.
- Valid Driver's License.
- Willingness to be a "life-long learner" of their trade.

Internal Contacts:

All departments.

External Contacts:

Canada Soccer, Ontario Soccer partners, Canadian Sport for Life, other National and Provincial Sporting Organizations, Municipalities, Member Districts, Clubs and Leagues. Canadian Premier League, Major League Soccer, Canadian Sport Institute Ontario, Coaches Association of Ontario, Coaches Association of Canada, Ontario Ministry of Heritage, Sport, Tourism, Culture Industries - Games division.

Note: This job description indicates the general nature and level of work expected of the incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required of the incumbent. The incumbent may be asked to perform other duties, which may be assigned from time to time.



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Ontario Soccer is committed to fostering an inclusive and accessible environment; as such, Ontario Soccer will consider applicants that meet the requirements and that reflect and support the diversity of the soccer community. Ontario Soccer is seeking to provide fair, equitable, and accessible opportunities for all employees and prospective employees. Accommodations during the application process are available upon request.

Please submit your cover letter and resume (Director of Development as the subject) to:
jobs@ontariosoccer.net

Submission Deadline: Monday October 31, 2022 at 5:00 pm

We thank all applicants for their interest but only those selected for an interview will be contacted.



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