



## **GRASSROOTS DEVELOPMENT TECHNICAL DIRECTOR**

### **Who is United DFC?**

United DFC was formed in 2018 when the four soccer clubs, Cole Harbour SC, Eastern Passage SC, Dartmouth United SC, and Dartmouth FC, united, synergizing the strengths of the individual clubs. Our colors are navy, white and action green, and we proudly refer to ourselves as “United”. United DFC is one of the largest clubs in Nova Scotia, with over 2,500 players from ages under three to senior. United DFC delivers community soccer programs in Dartmouth, Cole Harbour and Eastern Passage communities and also field competitive teams in Soccer Nova Scotia leagues at all age levels.

### **What is Grassroots?**

FIFA defines grassroots as targeting, “boys and girls between the ages of 6 and 12 through school, community and club initiatives (Grassroots , 2016, p. 10).” Therefore, within this context the Grassroots Development Technical Director is responsible for program delivery for players aged 12 and below.

### **Job Overview**

United DFC is seeking a full time Grassroots Development Technical Director who will provide professional leadership, technical expertise and effective management of coaches, part-time staff and other volunteers in order to grow soccer within our club. The Grassroots Development Technical Director will report to the Director of Soccer and work in conjunction with United DFC staff to develop and execute technical programming for all programs U12 and below. All aspects of operations within the Grassroots program delivery fall under the responsibility of the Grassroots Development Technical Director.

In conjunction with the Director of Soccer, the Grassroots Development Technical Director is responsible for executing the club Grassroots strategy via operational planning. This includes the following duties and responsibilities:

## **Technical Program Development**

- Report directly to the Director of Soccer and work collaboratively with the Performance Technical Director, the Office Manager and other staff and key volunteers.
- Report to the Director of Soccer on all aspects of Grassroots soccer operations – technical, promotion, recruitment, retention, administration, & communications.
- Oversee all programming from U3-U12 in Mini, Recreational and Skill Centre streams
- Develop and implement the U3-U8 Mini soccer programming over all seasons that align with Canada Soccer Association's Long Term Player Development and Soccer Nova Scotia's Best Practices.
- Develop and implement the Skill Centre and Recreational programming from ages U7-U12 that align with Canada Soccer Association's Long Term Player Development and Soccer Nova Scotia's Best Practices.
- Develop aligned player curricula for all ages within the Grassroots model to support coaches and staff in developing players that align with the United DFC game model.
- Develop and provide, when necessary, session examples for coaches to support their coaching and development.
- Work closely with the other UDFC Technical Directors to retain and transition all players from U12 to U13 Recreational and Competitive or Performance programming.
- Work with the Director of Soccer to recruit, develop, mentor, retain and manage all part-time staff and volunteer coaches within UDFC Grassroots programming. Ensure that the certification, recognition, appreciation and advancement for coaches is conducted in a collaborative environment..
- Work with the Director of Soccer to implement Coach Development plans as well as manage the certification of coaches at all levels by utilizing the resources available through Soccer Nova Scotia and the local soccer community.
- Other tasks as required.

## **Organizational Leadership**

- Establish and maintain appropriate and successful relationship and good standing with the Provincial Sport Organization, Soccer Nova Scotia.
- Communicate well with membership regarding key items as they pertain to the delivery of Grassroots programming, via written correspondence, phone calls, online presentations, 1on1 in-person conversations, small group discussions and public presentations to members
- Develop and implement a grassroots player recruitment strategy
- With support, develop and responsibly manage the UDFC Grassroots operations budget.
- Other tasks as required

## **Preferred Qualifications**

We are seeking a candidate with a minimum of an undergraduate degree, or equivalent education, experience and skills in the following areas:

- Context specific applicable degree i.e. management, sports development, community development, etc, or, experience within the industry/related industry that shows grasp of above responsibilities
- CSA Coaching Levels or equivalent
- Making Ethical Decisions and Online Evaluation
- Respect in Sport Activity Leader Training
- Respect in the Workplace Training
- C-Licence Certified
- NCCP Learning Facilitator – preferred
- Canada Soccer Children’s Licence – preferred (necessary for Skill Centre operations & delivery)
- Minimum B License Part I/II with Canadian Soccer Association Children’s License in progress.
- NCCP Learning Facilitator Preferred.
- Several years developing programming for a Community Soccer Club, Regional District or Provincial Sport Organization.
- Experience creating Technical Plans
- Demonstrated ability in program management, administration, delivery and evaluation
- Demonstrated strong problem solving and decision making skills
- Proven experience leading diverse teams
- Experience working with a variety of diverse stakeholders and partners

## **Working Conditions**

- Normal Office conditions - flexible office hours to offset evenings and weekends
- Hours include a requirement to be on the field evenings and weekends.
- Common requirement to participate in meetings outside of regular working hours
- Shared responsibility for a clean, organized and respectful work environment
- Travel is required - Valid Driver’s License
- Full time - 12 Months of the Year Position

## **Physical Requirements**

- Must have the physical ability to move and demonstrate soccer actions.

## **Mental Requirements**

- Must be able to manage multiple projects and interests, and competing deadlines which may be stressful at times.
- Must be able to make difficult decisions while balancing the best interests of the club, teams and players.

## **Required Skills**

- Thorough understanding of cognitive, social-emotional, and physical development of children.
- Thorough understanding of planning and communication theory as it pertains to community sport development
- Basic understanding of budgeting as it pertains to planning and program operations.
- Ability to manage multiple projects, within different scopes, at one time.
- Ability to collaborate with volunteers and staff.
- Strong verbal and written communication skills and an ability to build strong relationships.
- Proven ability to motivate and inspire others.
- Independent worker who shows initiative.
- Good Time Management Skills.
- Adaptable, Flexible and Coachable.
- Diversity & Cultural Inclusiveness.

The Grassroots Development Technical Director will need to recruit and retain sufficient part time and volunteer coaches in order to avoid the need to coach teams and programs or fill in for absentee coaches.

## **Compensation & Benefits**

Salary will be commensurate with experience and competitive within the current job market. A competitive benefit package will also be included.

## **To Apply:**

Please apply with cover letter and resume by email to: [president@udfc.ca](mailto:president@udfc.ca) by February 18th, 2020. We thank all applicants for their interest, however, only those candidates being considered for an interview will be contacted.