

## Director of Coaching – Job Description

### **Background**

The position of Director of Coaching ("DOC") offers the opportunity to become an impact figure in a leading youth soccer organization, Crossfire Select Soccer Club ("CFS"), being responsible for coach training/management/evaluation and team formation. The primary role of the DOC will be to assist the coaches of the younger (U10 – U13) teams. The focus is on creating coaches that implement the proper training methods and atmosphere to develop players and teams to foster a lifelong enjoyment of soccer. The secondary role of the DOC is to work with the older (U14 – U19) teams and coaches to make sure they continue progressing as players through their youth careers.

As a large part of this role, the DOC will be working directly with coaches during their training sessions. Sessions for teams vary from Mondays to Thursdays from 4PM to 8:30PM. The DOC is expected to be working with teams for 3 hours a night, 4 days a week during the summer tournament and regular seasons. The DOC is also expected to attend games on Saturdays to provide game feedback to the coaching staff.

As part of this role, the DOC will be responsible for creating and implementing the coach development and coach education plans for the more than fifty coaches of CFS and will oversee player development programs. The DOC will be a part-time role reporting to the CFS Board of Directors and the DOC will be required to attend Board meetings.

The mission of CFS is to provide an environment that promotes a life-long love of the game while developing teamwork as well as individual responsibility, commitment and leadership through quality training and appropriate competition for all participants.

CFS is a Club that serves the Multi-Sport athlete who is looking to play at a more competitive level than recreational soccer, but does not wish to travel extensively. Each year, CFS forms two, sometimes three boys and girls teams for each age group between U10 and U19. Teams are formed each spring, through tryouts. Once teams are formed, training begins in early June. Practices are held twice a week and schedules are determined by the coach. Most teams will participate in two to three tournaments throughout the summer season. During the summer, teams are evaluated by coaches and coaching directors and placed in competitive divisions that are appropriate for each individual team. A team that is well placed will win as many matches as they lose, and draw any number of matches. In this way players are receiving a proper challenge to help them develop their skills.

Most CFS teams play in the North Puget Sound League (NPSL). NPSL teams play a 12 match schedule in either the Fall, Winter or Spring (depending on gender/age). Travel is generally within

a 1 hour radius of Redmond and within King and Snohomish Counties. One or two matches per season may require further travel that is within a 2 hour radius of Redmond. CFS is based in Redmond and utilizes soccer field facilities at a number of different locations in the Redmond area, including 60 Acres and Marymoor Park.

## Essential Duties and Responsibilities

- Attend multiple training sessions and games weekly.
- Manage day-to-day coach operations to include:
  - responsible for all coach inquiries
  - oversee Club coaching
  - create relationships to bring in quality coaches into the Club
  - resolving parent/player/coach conflicts
  - hiring of new coaches
- Overall assessment and coaching observation at the Crossfire Select Cup in July.
- Measure coach performance (including parent evaluations) and provide regular coach evaluations.
- Manage team formation process and tryout activities.
- Attend parent meetings before and after tryout/team selection.
- Develop and monitor Club coach standards and expectations.
- Oversee player development including the development of player development curriculum and plans.
- Conduct and implement coaches meetings. Minimum of 3 per year.
- Assist the Board of Directors with creating and executing the strategic plan for the Club and be an advisor to the Board on all relevant youth soccer rules and regulations (e.g. USSF, WYS, NPSL)
- Report directly to the Club President with guidance from the Club Board of Directors.

## Qualification

- **Licenses:** Possess a USSF or NSCAA National Coaching License
- **Experience:** Minimum 2 years of experience in a similar or related position, demonstrated success in teaching, coaching and recruiting
- **Skills:**
  - Must be a self starter and able to work efficiently and independently
  - Ability to exercise initiative and independent judgement in unusual or new situations
  - Articulate oral and strong written communications skills
  - High-energy personality, a team player, able to collaborate and excellent interpersonal and supervisory skills
  - Strong conflict resolution skills
  - Detail orientated and ability to deliver accurate results

- Excellent prioritization, organizational and problem solving skills
- Possess developmental oriented philosophies vs. result oriented philosophies
- Must retain confidential information
- Committed to working a non-traditional schedule of afternoons, evenings and weekends
- Proficiency in Microsoft office applications e.g. Word, PowerPoint

Please send letter of interest, resume and salary requirements to Crossfire Select President, Toni Smith [president@crossfireselect.com](mailto:president@crossfireselect.com).

Thank you for your interest in Crossfire Select.