

Job Title: Director of Coaching	Club: Gulf Coast Youth Soccer Club
Location: Beaumont/Port Arthur (east of Houston)	State: Texas
Start Date: March-June 2020	www.gcyisc.com

Position Overview

Gulf Coast Youth Soccer Club (GCYSC), a 501 (C) (3) non-profit organization based in Southeast Texas, is accepting applications for a full-time Director of Coaching (DOC) position. GCYSC is a full-service club providing Competitive, Academy and Recreational (developmental) levels of play for boys and girls ages 4-18. We are a growing, continuously improving club with an internally controlled and well maintained 34-acre complex. We seek a DOC with a strong background in youth soccer player and coach development in all phases and a strong desire to succeed to oversee soccer-related activities to build upon the foundation in place and help lead us into the next phase of improvement and growth. The DOC position is full-time, year-round with future opportunities for advancement.

The Ideal Candidate:

The Director of Coaching is a leadership, people management, and project management role. The ideal candidate will have experience managing and leading people toward the achievement of organizational objectives and performance goals, especially in the areas of player and coach development to achieve player, team and club success.

- Will be innovative and can envision, develop, and implement modern ideas for establishing a Game Model (style of play), accompanying curriculum and training methodology, and coaching education to create an optimal player development environment for player, team and club success in a full-service club setting.
- Will be able to create an environment where serious players will want to play to maximize their potential; recruit and retain players such that our competitive programs are full and the experience that players and families have is positive and appreciated.
- Will possess strong leadership skills, excellent organizational and time management skills, decision-making skills; be able to create processes, delegate, implement initiatives and manage people.
- Excellent parent management skills, relationship-centered, able to maintain positive collaborative relationships with all parents, staff, board and surrounding community.
- Strong listening, written and verbal communication skills; able to resolve conflict in a professional manner; is able to conceptualize ideas and communicate them to players, coaches and parents.
- Have a growth mindset, able to work as part of a team and on their own initiative; strong teaching, and motivational skills, and dedicated to continuously improve themselves and those around them
- He/she is able to collaborate with and manage others and lead them to the achievement of common goals; work collaboratively with different constituents to build excitement and gain buy-in; is passionate about the sport for both male and female soccer development.
- Ability, and comfortable with, working with multiple supervisory and/or collaborative bodies including the Board of Directors, Club Committees, and US Youth, South Texas YSA, US Club and association, and league management personnel.

Essential Job Functions

- **Methodology and Philosophy:** Establishes and implements a Game Model (philosophy/style of play) for the club that is rooted in attacking, possession-with-a-purpose and positional play style of soccer as a core competency/theme and that is fun and educational to play, aesthetically pleasing for parents to watch and is documented and clearly articulated throughout the club in internal and external forms.
 - The game model should provide a “how-to” guide in terms of how we will play and train our teams: it is our 'style of play' or DNA and it determines what our player development methodology, syllabus, seasonal curriculum, and session plans look like.

- The game model, training curriculum and methodology shall be planned and progressively implemented in an age-appropriate manner throughout the club from the youngest to the oldest ages with a specific focus on U7-U10 Academy and U11-U19 Competitive programs.
- The game model (style of play) and training methodology should not vary greatly in principle or theme from one age group to the next, or from one team to another at the Academy and Competitive levels to allow seamless movement of players between ages, teams, and playing levels. The intent is not for every player or team to be a cookie-cutter replica, but rather that players are being consistently taught to play the game in the same/similar skillful, cognitively intelligent way, and that in the long-term, they will be more flexible and adaptable for the playing levels they ultimately ascend to.
- The DOC is responsible for ensuring that all coaches are oriented and trained in the game model, training methodology, and how to implement it through year-round coaching education, reinforcement programs.
- Establishes a written curriculum and training methodology for the club's recreational program to be overseen and implemented by a Recreational DOC and supported by internal and external coaching education events.
- **Player Development:** Adopt/create a player-centric educational framework and process that is supported by a written player development curriculum and training methodology to achieve club-wide goals and a consistent game model (playing style) or DNA.
 - Create a relevant and engaging player, coach, and team training environment where players can maximize their potential in all key pillars of the game (technical, tactical, physical, and psychological).
 - Consistently develop players that are competent and skillful on the ball, cognitive/intelligent, and can play within the club's game model (style of play) and who can play at higher levels (D1, State or National league, ODP, Id2, or similar) as they mature.
 - Understands how to create training methodologies that include the technical, tactical (cognitive), physical, and psychological elements and a game model in all training sessions.
 - Creates and implements a player evaluation, team placement and player movement process that is clearly articulated in both internal and external forms.
 - Creates and implements a personal Player Development Plan (PDP) for each player in the Academy and Competitive program that includes periodic player and parent feedback.
 - Creates and implements a college placement program that includes annual player and parent orientation events, college nights, guest speakers, etc. to educate families on the college recruitment process.
 - Ability to positively balance the value of competition (the drive to compete at every age) with the perspective of long-term learning and development for the players, coaches, and parents.
 - Plan, organize, promote and implement evaluations/tryouts, team formation and rosters, and training schedules for Academy and Competitive teams.
 - Attend club training sessions a minimum of 3-4 days per week (in season), monitoring, mentoring coaches, training sessions, to ensure they are consistent with the clubs training methodologies.
 - Attend club games and assist in the coaching of teams on game days, monitors team play, in-game coaching and educates, mentors as needed to ensure they are consistent with the club playing style.
 - Prepares and encourages players to engage in regional player development programs including ODP, Id2, or similar and promotes this pathway within the club
- **Staff Development:** Builds and maintains a strong and qualified coaching staff for the club at all levels by creating an environment where coaches are challenged, developed, and recognized for their abilities, dedication, and commitment to the club's vision, culture, goals, and player development philosophy.
 - Have a strong soccer background and coaching education expertise to lead our coaching staff.
 - Develops a coaching organizational structure that includes leaders and specialists in key focus areas i.e. Grassroots (Recreational), Foundation (U7-U10 Academy), Formation (U11-U14 Competitive) and Pre-College/Professional (U15-U19 Competitive), Goalkeeping, Technical Skills, Fitness/Nutrition, and College Placement.

- Plan and conduct or organize internal and external professional development opportunities and events at all levels within the club.
- Work with staff coaches to ensure they can create and develop sessions that are consistent with the clubs playing style and training methodology.
- Provide semi-annual written evaluations to the professional coaching staff
- **Culture:** We believe that a strong and healthy culture leads to positive results during the course of a season and throughout a player's tenure with the club. Individual and collective team behaviors, values, standards, and expectations are the foundation of maintaining a healthy club culture.
 - Advises and supports the Board in developing a club-wide culture to ensure players, parents, coaches and the community understand who we are, why we are here, how we all benefit and achieve mutual and sustainable success together.
 - Ensures that the club's vision, mission, and core values are reflected in the behavior of the staff, players, and parents.
- **Off-field and Administration Responsibilities and Support:** The DOC will be responsible for all aspects of player and coaching development and oversee soccer activities club-wide. Non-soccer activities such as club administration, operations, facility maintenance, will primarily be handled by the Board or others to allow the DOC (soccer expert) to focus their attention and efforts on soccer decisions and implementation that benefits players and coaches the most. However, it is paramount that the DOC and Board work collectively and collaboratively to develop, improve, maintain and execute the club's overall vision, culture, and strategic plan. Off-seasons will be used for larger or long-term infrastructure improvement efforts. Off-field responsibilities include:
 - Advise and assist in the implementation of a club vision to achieve short and long-term success
 - Submit an annual budget for coaching, training, and equipment to the Board for inclusion in the club's annual budget process.
 - Advise and assist the Board and Finance Committee on setting the club-wide annual budget to ensure we can effectively balance quality, value, and affordability to our membership.
 - Be involved in, advise and assist the Board and Planning Committee on maintaining and implementing the clubs strategic plan.
 - Oversee or manage the club calendar for planning and scheduling of training, games, tournaments; work closely with club admin/operations manager to facilitate effective communication of the calendar and schedule.
 - Keep all player, coach, and team development records, documents/manuals current
 - Attend monthly club board and coaching meetings as needed; give a written monthly technical report to the club
 - Assist in the development, execution, and evaluations of all club programs.
 - Advise and assist the club to increase registration levels for both the recreational and competitive sides of the club
 - Advise and assist in the design of a code of conduct for players and parents.
 - Advise and assist in the design and implementation of a parent education program including parent meetings and handouts.
 - Advise and assist the board in promoting the club within the community and help with public relations with schools, youth or civic organization where applicable.
 - Plan, organize and implement any process or infrastructure development projects assigned by the Board that deems applicable to the DOC position (i.e. documentation, guides, process, etc. that improve players, coaches and the club).

Requirements & Qualifications

- USSF "A/B" license or above (UEFA or NSCAA Advanced National Diploma or equivalent) is preferred or on track to acquire them in the near term.
- Professional or collegiate (4-year) playing experience is preferred or extensive coaching experience and a desire to achieve a UEFA or USSF "C" or "B" license in the next 1-3 years may also be considered
- 5-10-years coaching experience; willingness to continue coaching education through both federations licensing such as US Soccer, UEFA, USC and/or supplemental methodology courses such as TOVO Academy, MBP School, MLS Academy or similar.
- Experience managing people, including in a coaching environment

- A Bachelor's degree or equivalent experience is required.
- Strong public speaking skills; ability to speak to coaches, parents, or community groups to help promote the clubs vision and goals
- An ability to set goals and attain them in the time set forth by yourself and the club
- Expected to complete 15-20 office hours per week in season and 30-40 hours in winter and summer off-seasons.
- Must be willing to interact with parents, board members and the community about the club, our player development philosophy and methodology and how they will benefit.
- Proficient use of email, social media, MS Word, Excel, Powerpoint, etc.

Other Skills/Abilities

- English speaking, Bilingual (Spanish) is plus.

Gulf Coast Youth Soccer Club is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply. Diversity of opinions, experiences, and backgrounds is a key asset.

Please submit a cv, resume, salary requirements and references or questions to Gulf Coast Youth Soccer Club c/o Daryl Miller at info@gcysc.com