



# **SOCCER NOVA SCOTIA**

## **Manager, Performance Pathways**

Soccer Nova Scotia (SNS) is now accepting applications for the Manager, Performance Pathways (MPP) position. Are you looking to coach, develop and grow athletes and the high-performance pathway in Nova Scotia? We are looking for an energetic and dedicated individual passionate about the impact of high-performance sport and athlete development in Nova Scotia and beyond. If you are a strategic thinker and ambitious individual, passionate about soccer development and want to mark your impact and apply your knowledge at one of Atlantic Canada's largest provincial sport organizations, we are looking for you!

Soccer Nova Scotia is a mission-driven organization that values respect, inclusion, innovation, quality, integrity, equity, and diversity. We are looking for a highly motivated, strategic thinker to oversee our performance programming and partnerships as we advance soccer to new heights in Nova Scotia.

### **POSITION OVERVIEW**

Soccer Nova Scotia's Manager, Performance Pathways is a crucial member of SNS's Development Department. The position is responsible for the implementation, management, and evaluation of the Performance Pathways programs and services offered by SNS and will be the SNS Performance Pathways head coach. Reporting directly to the Director of Soccer Development, the manager is accountable for ensuring alignment with Canada Soccer's Club Licensing, Player Development, Coach Education, and High-Performance Programs.

### **GENERAL RESPONSIBILITIES**

#### **Strategic Leadership**

- Identify and implement policies, systems, procedures, and standards to achieve SNS's vision and goals.
- Create strategies to educate and communicate the High-Performance Pathway.
- Develop and implement strategies, curriculum, game model, programs, and services to effectively identify and communicate LTPD age and stage competencies.
- Prioritize work in alignment with SNS's goals and technical plan and make decisions based on the organization's context and environment.
- Lead and manage high-performance partnerships and engage with provincial stakeholders. Foster strategic partnerships to enhance SNS's visibility.
- Lead the high-performance technical strategy, presentations and discussions with the membership and contribute to annual business planning, strategic planning, and corporate initiatives in alignment with Canada Soccer's technical strategy.

- Participates in all National Technical Committee Meetings, communicates, develops, and implements strategic High-Performance initiatives based on the National framework.
- Liaise with the Canadian Sport Institute Atlantic (CSIA), and Sport Nova Scotia as the SNS Performance Coach (PC) in the Technical Leadership Employment Program (TELP) contract.
- Support the Director of Soccer Development (DOSD) in various community, provincial, and Canadian Soccer coaching initiatives.
- Provide guidance to Operational Committees as required.

## **Program Delivery**

- Lead all SNS's Performance Pathway programs and initiatives, including the High-Performance, Provincial and Canada Games Programs.
- Act as Director and head performance coach of the HP Excel and Provincial Programs and develop individual player and coach development plans
- Manage and execute strategies for player identification in all performance programs, and oversee the identification and intake processes.
- Lead the recruitment of qualified coaches for all HP programs, ensuring standards and Safe Sport requirements are met.
- Support the DOSD with partnership and pathway opportunities with local professional and post-secondary soccer organizations.
- Review and evaluate all Performance Programs to ensure continual improvements.
- Create and implement a framework to enhance standards in the NSSL's AA and AAA divisions.
- Provide training and communication on performance programming. Educate players, coaches and clubs on the performance pathway.
- Support the implementation of technical strategies, projects, programs, coach development, and mentorship programs.
- Support the delivery of Canada Soccer's Performance Coach Education licenses.
- Develop new initiatives to support and enhance player development and foster inclusivity.
- Support Committee and lead projects and reports relating to the performance pathway.
- Assist the DOSD in prioritizing initiatives connected to provincial funding requirements.
- Provide technical advice and growth opportunities to clubs and regions.
- Lead special projects from planning to evaluation.

## **Financial Management**

- Manage the budget and operating plans for SNS's performance programs, aligning them with technical strategy, operational plans, and strategic goals.
- Provide ongoing status reports regarding funding proposals and strategic partnerships.
- Collaborates with DOSD and staff to develop, monitor, and oversee the financial management of all performance program budgets.

## **QUALIFICATIONS:**

### **Education and Designations**

- Relevant post-secondary degree with a minimum of five (five) years' management experience or an equivalent combination of education and experience
- A minimum of 5 years coaching experience at the performance level

- A minimum of a Canada Soccer National B Diploma, Youth License or satisfactory equivalent
- Certified NCCP Master Learning Facilitator (MLF) status with Canada Soccer as an asset
- NCCP Safe Sport Trained
- Clear Vulnerable Sector and Criminal Record Check
- Must be eligible to work in Canada
- Valid Driver's License

### **Knowledge, Competencies and Required Skills**

- Experience in a senior technical position with a club, provincial (or equivalent), or national soccer association is required.
- Proficiency in creating and evaluating development plans.
- Knowledge of provincial challenges and opportunities relating to the SNS mission.
- Experience mentoring coaches and volunteers in a high-performance environment.
- Strong communication, public speaking, and presentation skills.
- Ability to work independently and capable of multitasking in a fast-paced environment.
- Skilled in conflict resolution and relationship building.
- Excellent time management and organizational skills.
- Proficient in business technologies, databases, and computer platforms, including the development of visual education.
- Understanding of assessment methodology, evidence-based decision-making, and organizational change.
- Knowledge of the Canadian Sport for Life's Long-Term Player Development Model, the Canadian youth sport landscape.
- Ability to form and maintain partnerships/relationships with key stakeholder groups and work with diverse personalities.
- Strong work ethic, integrity, and project management skills across various scopes.

**Note:** Please note that this job description provides a general overview of the work expected of the incumbent. It is not intended to be an exhaustive list of all required duties and responsibilities. The incumbent may be requested to perform other tasks or duties that are assigned to them from time to time. This job description is subject to change during the annual review process and may be modified as needed.

**Compensation:** This is a full-time position with an annual salary and benefits based on experience.

**Interested applicants should email their resumes and cover letters to [opportunities@soccerns.ca](mailto:opportunities@soccerns.ca) by 5 PM on July 11, 2024. Please reference "Manager, Performance Pathways" in the subject line. Only those selected will be contacted for an interview.**