North Mississauga Soccer Club

Position Title

Coach and Player Development Manager

Reports To

Director of Football

Working Relationships

NMSC coaches, administrative and operations staff, players, families, and external service providers, including PHSA, U Sports, Ontario Soccer, and Canada Soccer staff.

Overview

The Coach and Player Development Manager is a full-time technical role at North Mississauga Soccer Club (NMSC), responsible for leading and managing daily coach and player development operations across the Club's Competitive and High Performance Pathways. This includes male and female teams in the Competitive, OPDL, and OPL programs. The Coach and Player Development Manager ensures that technical program delivery and player and coach development align with Canada Soccer's Club Licensing standards to support NMSC's vision of holistic player development and competitive excellence.

Scope of Services

Coach Development

- In collaboration with the Director of Football, create, implement and manage the Club Coach Development Plan for the Competitive, OPDL and OPL programs, including seasonal objectives, expectations and professional development opportunities.

- Lead monthly 1-to-1 development sessions with Competitive, OPDL, and OPL coaches, using NMSC's coach development process and documentation.
- Conduct formal coach assessments, set individual development goals, and provide documented feedback and follow-up.
- Recruit and mentor coaches, including those pursuing Canada Soccer licences, and ensure all coaches hold current and valid certifications.

Player Development

- Create and implement the NMSC Player Feedback documentation and ensure all Competitive and OPDL coaches complete player-parent-coach meetings, with Player Feedback documentation for every player, at least twice per year.
- Monitor and report on player progression, talent identification and movement between programs, including internal reports on program performance and player milestones.
- Serve as Head Coach of one assigned team.

Administration

- Maintain individual development plans for all Competitive, OPDL, and OPL coaches.
- Maintain accurate player and program records in line with Canada Soccer Club Licensing requirements.
- Complete documentation for league audits, evaluations, and player assessments.
- Keep activities and deadlines current in the NMSC Club Calendar.

General

- Assist with special events, tournaments, and community outreach programming.
- Provide timely responses to staff, parent, and community inquiries.
- Attend internal club meetings, planning sessions, and external community events as required.

Authority

- Approve training session plans and seasonal coaching content for Competitive, OPDL and OPL teams, in line with the NMSC Technical Plan.
- Approve individual coach development goals and the outcomes of formal coach assessments.
- Require Competitive and OPDL coaches to complete player-parent-coach meetings and Player Feedback documentation, and escalate non-compliance to the Director of Football.
- Recommend coach appointments, reassignments and licensing pathways to the Director of Football.
- Recommend player movement between programs to the Director of Football.

Characteristics & Background

- Canada Soccer B Licence (A Licence preferred).
- Minimum 5 years of coaching experience, including high-performance player development.
- NCCP Learning Facilitator and Coach Evaluator training, completed or in progress.
- Demonstrated experience in coach mentorship and technical program oversight.
- Strong knowledge of the Canadian player pathway, including OPDL, OPL, U Sports, NCAA, NSL, CPL and MLS.
- Excellent communication, planning and interpersonal skills.
- Proficient with Hudl, PlayMetrics and Google Workspace.
- Available to work evenings and weekends.
- Valid Ontario driver's licence.
- Must pass a Vulnerable Sector Police Check.
- Commitment to treating players, families, coaches and staff with dignity, respect, sensitivity and fairness.
- This role involves direct and regular contact with youth players, including as Head Coach of an assigned team.

- The successful candidate will complete NMSC safeguarding and child protection training, including Respect in Sport, the Rule of Two, and reporting obligations under the UCCMS.

Work Hours & Location

- Full-time, based in Mississauga, Ontario.
- 37.5 hours per week (8-12 hours of coaching + 25.5-29.5 hours of coach mentorship and administration), with additional hours as operational needs require.
- Evenings and weekends required. Travel as necessary.

Remuneration & Benefits

- Salary range of $60,000 to $80,000 per annum, inclusive of all statutory entitlements, commensurate with experience.
- Eligible for the NMSC group benefits plan in accordance with the NMSC Employee Handbook.

Application Process

Interested candidates are invited to submit a resume and cover letter outlining their qualifications and interest in the role to careers@nmsc.net. Applications will be received until 5:00 p.m. on Tuesday, November 24, 2026. This posting is for an existing vacancy in a newly created position.

North Mississauga Soccer Club is committed to employment equity and encourages applications from people with disabilities, members of visible minority groups, and women. NMSC strives to build an inclusive environment in which all individuals have access to the club's services and programs in a way that respects their dignity and independence. Accommodations are available on request for candidates participating in the recruitment process and throughout employment. Candidates must be legally entitled to work in Canada.