



Mahtomedi Soccer Association

Job Description - Director of Coaching

Contact: president@mahtomedisoccer.com

Are you passionate about developing young athletes and shaping the future of soccer in a thriving, community-driven environment? Do you want to make a positive impact on the game while growing your experience as a club and coaching leader? If so, this is the opportunity for you!

Mahtomedi Soccer Association is seeking an inspiring, dedicated, and forward-thinking Director of Coaching (DOC) to lead our player development programs, mentor coaches, and continue the positive growth trajectory of our organization. This role is perfect for someone who wants to be part of an invested and supportive soccer community, build competitive and well-balanced teams, and take their coaching leadership to the next level.

Why Join Us?

- **Be a Leader in a Passionate Soccer Community** – We are a well-established and growing club with dedicated families, engaged volunteers, and enthusiastic young athletes who are eager to develop and compete. We offer a recreational program for U4 - U8 players (serving 200+ athletes annually) and a Competitive program for U9-U19 players through TCSL's Cities, State, and Regional divisions (serving 300+ athletes annually).
- **Shape the Future of Soccer in Our Area** – This is your chance to create and implement a long-term vision for player and coach development, ensuring our Competitive teams improve year over year and our Association provides quality offerings that attract and retain the young athletes and coaches in our area.
- **Advance Your Career in a Professional & Supportive Environment** – Grow your experience in coaching leadership, club development, and program innovation while working within a supportive Association comprised of both paid coaches/staff and volunteer parent-coaches, all led by a volunteer Board.
- **Impact Lives & Grow the Game** – Help young players reach their potential and foster a positive soccer culture that develops skills, confidence, and teamwork.

Key Responsibilities

Coach & Player Development

- Lead the club's coaching philosophy and player development model, ensuring a consistent approach across all age groups.
- Recruit, mentor, and develop coaches (including parent-coaches), providing regular training, feedback, and professional development opportunities.
- Implement age-appropriate training methodologies that align with national and state soccer guidelines.
- Evaluate team and individual player performance, offering guidance for improvement and growth.

- Develop and coordinate off-season training opportunities that serve our year-round soccer players as well as our many multi-sport athletes.

Team & Program Oversight

- Oversee tryouts, player evaluations, and talent identification.
- Lead the team formation and player placement process to ensure balanced teams and competitive experiences.
- Develop seasonal training plans that maximize player growth and engagement.
- Collaborate with club leadership to enhance programming and competitive opportunities for players of all levels.
- Help lead our organization through the U.S. Club Soccer transition from birth-year teams to grade-level teams (starting in Fall 2026).

Community Engagement, Club Growth, & Club Leadership

- Serve as the key communicator between coaches, parents, and the board, ensuring transparency and alignment with the club's vision.
- Promote a positive and inclusive soccer culture that values sportsmanship, teamwork, and growth.
- Help drive club marketing, recruitment, and outreach efforts to expand participation and attract and retain top talent.
- Attend monthly MSA board meetings and provide a monthly overview of club activities. Provide input into MSA committees upon request.
- Along with the club Admin and the club Registrar, serve as the club's liaison to TCSL.
- Oversee any player, parent, and/or coach disciplinary actions as deemed necessary in accordance with TCSL and MSA policy and procedures.

Future Strategy & Long-Term Vision

- Develop a multi-year roadmap for club and player development, and work to align that vision with the work of MSA's Technical Director (U9-U19 Competitive) and Little Zephyr's Director (U4-U8 Recreational).
- Identify and introduce innovative training techniques, technology, and best practices to elevate coaching and playing standards.
- Strengthen partnerships with local schools, leagues, and governing bodies to enhance competitive opportunities.
- Work with the board to grow the club's reputation and success

Qualifications & Experience

- Coaching experience at the youth, club, or academy level, with a proven track record of player and coach development.
- Strong leadership and organizational skills, with the ability to motivate and mentor coaches and players.
- Experience in team formation, player evaluation, and curriculum development.
- Excellent communication and interpersonal skills to work effectively with coaches,

parents, and club leadership.

- Passion for community-based soccer and growing the game at the grassroots level.
- USSF C License or higher (or equivalent coaching certification) preferred.

Compensation, Benefits, and Time Commitment Expectations

- Competitive salary based on experience.
- Opportunities for professional development, certifications, and continued education.
- The chance to lead a thriving community soccer program and leave a lasting impact on young athletes.
- The DOC will have considerable autonomy in determining how best to spend their time. That said, MSA expects the DOC to commit roughly 10-15 hours per week of on-field engagement with players and coaches during the Fall and Summer TCSL seasons as well as 5-10 hours per week of on-field engagement during the winter months. Additionally, MSA expects the DOC to commit roughly 10-20 additional hours per month throughout the year for curriculum development, coach recruitment and development, administrative duties as described above, and your own professional development.

Ready to Shape the Future of Mahtomedi Youth Soccer?

If you're an energetic, driven soccer leader who wants to build something special and be part of an engaged soccer community, we'd love to hear from you! Apply today by sending your resume to president@mahtomedisoccer.com and join us in developing the next generation of players and coaches while growing a club committed to the love of the game.

Non-Discrimination Statement

We are an equal opportunity employer. It is our policy to provide equal employment opportunity to all persons regardless of race, religion, color, sex, age, national origin, disability, genetic information or any factor that is a prohibited consideration under applicable law.