



August 2026

Position: Head Coach, Talented Pathway

Program: Talented Pathway

Reports to: Manager, Talented Pathway Program

Level: Technical Staff (Full-time) (max 2 teams) **Start**

Date: October 1, 2026

Position Summary:

North Toronto Soccer's Talented Pathway Program consists of teams U13 to Semi-Pro who participate in the **OPDL** and **OPL** leagues. These programs are 11 month, year-round commitments.

Teams train four times per week and during the season, and compete in a weekly game.

The primary responsibility of this role will be to lead two teams within the Talented Pathway Program. Teams will be assigned annually at the discretion of the Program Manager.

Head Coaches are responsible for leading all aspects of team operations, including:

- **Uphold and execute all duties** in accordance with the established standards, values, and policies of the club.
- **Coach and manage games** in a Head Coach capacity.
- **Support team operations** in an Assistant Coach capacity when required.
- **Align all training and match play** with the Club's Game & Training Model:
 - Plan and deliver best-practice training sessions.
 - Document and archive all session plans on the cloud.
- **Provide structured, ongoing player feedback:**
 - Design and deliver an Individual Development Program (IDP) to each player on a monthly basis.
 - Connect individually with each player monthly for a targeted 5-to-7 minute development conversation.
- **Input, track, and monitor player progress** via Ontario Soccer's Player Management System.
- **Liaise regularly with the Club's Goalkeeper (GK) Coaches** regarding the ongoing development and performance of the goalkeepers.
- **Liaise with the Club's Medical support staff:**
 - Ensure all player injuries are tracked properly and accurately.
 - Guarantee strict adherence to established return-to-play protocols.
- **Maintain appropriate and timely communication with players and families:**

- Host a parent meeting prior to the start of the season to outline program expectations.
- Touch base collectively with all parents every three weeks during the season to address any questions or concerns.
- Touch base with the players once a month to create a connection away from soccer and learn about who they are.
- Conduct post-season meetings with parents to outline individual next steps and development plans.
- **Provide regular communication to the Manager, Talented Pathway Program:**
 - Attend and actively participate in weekly Technical Staff meetings.
- **Support the Manager, Talented Pathway Program** with all organizational planning and program priorities.
- **In-Season Match Analysis & Review (Following each home game):**
 - Conduct a mandatory team video review session, incorporating a concise 2-minute team highlight package.
 - Provide a minimum of three individualized video clips to each player for personal review and targeted development.
 - Break down upcoming opponents, outlining key tactical objectives and providing relevant video clips for player preparation.
- **Facilitate annual team (October) and individual trials** to identify and secure top talent for the pathway.
- **High-performance summer camp** - be a lead staff member of the Academy weeks. (One in July and One in August)

Note:

This job description indicates the general nature and level of work expected of the incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required of the incumbent. The incumbent may be asked to perform other duties which may be assigned from time to time.

This position will typically consist of twenty (20) hours of on-field work and twenty (20) hours of management work per week. Due to the nature of the work there will be a balance between working remotely and working from a Club location. It is expected that a predictable work schedule is maintained to contribute to the professionalism of North Toronto Soccer.

Evening and weekend work is expected.

Experience & Training:

- Experience working with youth players between the ages of 12-19
- B Licence*
- A Licence - preferred
- Respect in Sport (RIS)*
- Making Ethical Decisions (MED)*

- Making Headway*
- NCCP Emergency Action Planning*
- Strong verbal & written communication skills

*The certifications above are mandatory requirements to coach OPDL & OPL in Ontario.

Salary & Benefits:

This position comes with a competitive full-time salary and enrolment in North Toronto Soccer's employee benefits package.

The position includes paid vacation days to be taken at a time which is mutually agreed upon between the Club and the employee.

Interested individuals should contact David Benning, Sporting Director
David@northtorontosoccer.com with an introductory email, cover letter & resume. Please ensure to put **OPDL or OPL TALENTED PATHWAY HEAD COACH** in the subject line.

Deadline August 21, 2026 - interviews will begin as qualified candidates are screened