



Central Virginia United

Director of Soccer

Job Title: Director of Soccer - Central Virginia United Soccer Club (CVU)

Position Summary:

The Director of Soccer (DOS) of CVU will serve as the lead authority for all soccer-related operations and development within the club, reporting directly to the Executive Director. This pivotal role encompasses the overall technical direction, the implementation of a unified player development philosophy across all age groups, and comprehensive coaching education. The DOS will be responsible for ensuring seamless execution of effective coaching strategies and overseeing long-term player development plans. As a key leader, mentor, and resource to coaches, players, and parents, the DOS will be instrumental in fostering a culture of excellence, inclusivity, and sportsmanship throughout CVU's soccer programs.

Key Responsibilities:

1. Player Development

- Develop and implement a club-wide player development curriculum aligned with U.S. Soccer's Player Development Framework.
- Ensure appropriate age-specific training plans are in place for recreational, developmental, and competitive programs.
- Monitor and evaluate player progress and provide feedback to coaches and families as needed.
- Identify and foster pathways for high-performing players (e.g., ID camps, ODP, academy trials).
- Oversee player evaluations and assessments.

2. Coaching Development

- Recruit, hire, and retain qualified coaches for all age groups.

- Design and deliver ongoing coaching education programs (clinics, workshops, certifications).
- Mentor and evaluate coaches regularly to ensure adherence to club philosophy and continual improvement.
- Act as the primary resource for coaching support and conflict resolution.

3. Program Oversight

- Manage and oversee all technical aspects of club programs (recreational, travel, academy, camps, etc.).
- Assist in the design of seasonal plans, training sessions, and tournament schedules.
- Coordinate all schedules with league and tournament officials.
- Manage referee schedule for home games with the referee director.
- Create practice schedules and distribute them to coaches, players, and parents.
- Ensure all programs follow best practices in safety, inclusivity, and developmentally appropriate content.

4. Game Day & Event Management

- Attend all games and training sessions across different levels to assess development and provide support.
- Organize and manage player leagues, clinics, and technical camps.
- Oversee tryouts and team placement processes.
- Coordinate pre-season meetings, team formation, and season kickoff events.

5. Administration & Communication

- Maintain effective communication with team managers, parents, and coaches on scheduling, game-day information, and all soccer-specific information.
- Coordinate with the Administrator for all communication needs.
- Work with the Executive Director, Administrator, and Board on strategic planning, budgets, and program enhancements.
- Provide technical content for newsletters, team communications, and website as well as photo and video for social media.

- Liaise with league officials, referees, and external stakeholders on technical matters.

6. Facility Management

- Coordinate field maintenance with irrigation and lawn care service providers.
- Oversee maintenance and management of all soccer facilities and fields.
- Develop and implement field use schedules.
- Ensure fields are safe, properly marked, and meet play standards.
- Monitor facility budgets, including repairs, improvements, and equipment needs and communicate this to the Administrator and Executive Director.
- Oversee procurement and upkeep of goals, nets, flags, and other field-related equipment.

7. Compliance & Risk Management

- Ensure that all coaches and staff maintain appropriate certifications (e.g., SafeSport, background checks, USSF licenses).
- Enforce safety protocols and concussion management guidelines.
- Maintain documentation and data related to player evaluations and coach development.

Qualifications:

Required:

- Strong organizational and time-management abilities.
- USSF License (or international equivalent)
- 5+ years of experience in youth soccer coaching or technical leadership.
- Strong knowledge of U.S. Soccer's Grassroots, Developmental, and Licensing Pathways.
- Demonstrated experience in curriculum development and coaching education.
- Excellent leadership, communication, and interpersonal skills.
- Passion for youth development and community-based soccer.

Preferred:

- College playing or professional experience.
- Experience working with recreational and competitive players in a youth club setting.
- Experience in parent engagement and public speaking.
- Bilingual abilities (especially Spanish) a plus.

Key Attributes:

- Visionary and strategic thinker.
- Hands-on and approachable leader.
- Collaborative team player.
- Adaptable and open to feedback.
- Strong ethical standards and professionalism.

Work Environment and Requirements:

- Evening and weekend availability required for practices, games, and events.
- Travel is required for games, tournaments, camps, or coaching clinics
- Must be able to work outdoors in various weather conditions.
- Must pass background checks and comply with all league safety standards.

Compensation & Benefits:

- Competitive salary commensurate with experience.
- Reimbursement for continuing education (licenses, certifications).
- Paid time off and holidays.
- Club gear and equipment provided.
- Opportunity to influence and grow a dynamic youth soccer program.

If you are interested in applying please email President@CVUClub.com and answer the following three questions:

1. **Your detailed coaching philosophy:** Please elaborate on your core beliefs and principles regarding player development, team dynamics, and the overall club soccer experience.
2. **How you would implement a successful culture within CVU:** Describe your vision for fostering a successful club culture. How will you implement this culture throughout the club?
3. **Answer the question,** "Why should a parent invest their money and entrust CVU with their child's development?"