

Coach Director

Position Type: Volunteer

Reports to: Board of Directors, Lacombe Minor Softball Association (LMSA)

Job Description:

The Coach Director for the Lacombe Minor Softball Association (LMSA) is responsible for the recruitment, training, and ongoing development of all coaches within the association. This role is dedicated to ensuring that coaches are equipped with the knowledge, skills, and resources to create a positive and supportive environment for players. The Coach Director works closely with the Board of Directors, coaches, and external training organizations to implement coaching standards, develop training programs, and monitor coach performance throughout the season.

Key Responsibilities:

Recruitment and Selection:

- Lead the recruitment and selection of qualified coaches for all teams within the association.
- Develop and implement a fair and transparent process for coach selection, including interviews, background checks, and references as necessary.
- Work with the Registrar and other board members to ensure that all coaching staff are registered and meet LMSA's eligibility requirements.

Coach Training and Development:

- Organize and facilitate coaching clinics, workshops, and seminars to support the growth and development of coaches at all levels.
- Work with external organizations to provide ongoing training and certification opportunities, including National Coaching Certification Program (NCCP) courses.
- Develop resources and training materials that support LMSA's coaching philosophy, including practice plans, skill development guides, and positive coaching strategies.

Mentorship and Support:

- Act as a mentor to coaches, providing feedback, guidance, and support throughout the season.
- Create a mentorship program that pairs new or developing coaches with experienced coaches within the association.
- Offer one-on-one meetings and check-ins with coaches to discuss team progress, challenges, and development goals.

Performance Evaluation:

- Implement a formal process for evaluating coach performance, including self-assessments, feedback from players and parents, and observations during games and practices.
- Use evaluations to identify areas for improvement and provide targeted support to coaches needing additional training.
- Ensure that all coaches are adhering to LMSA's code of conduct, player safety protocols, and the association's values.

Communication and Collaboration:

- Serve as the main point of contact for coaches, addressing any questions, concerns, or support needs.
- Communicate with parents and players about LMSA's coaching standards and the association's commitment to player development.
- Work closely with the Director of Player Development and other board members to ensure alignment between coaching and player development initiatives.

Compliance and Certification:

- Ensure that all coaches meet LMSA's certification and background check requirements, including first aid, CPR, and other relevant certifications.
- Track and maintain records of all coaching certifications and training sessions attended by LMSA coaches.

Authority:

- The Coach Director has the authority to organize training programs, set coaching standards, and monitor the performance of coaches within LMSA.
- Authorized to make recommendations regarding coaching assignments, performance improvements, and disciplinary actions if necessary.
- Can coordinate with external organizations for coaching resources, certification opportunities, and additional training.

Commitment:

- The Coach Director is expected to attend board meetings to report on coaching initiatives and developments.

- Time commitment will vary, with more hours needed at the beginning of the season for coach recruitment and training.
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Term:

This position runs for a two-year term, with the possibility of reappointment by the Board of Directors.