

Director of Player Development & Evaluations

Position Type: Volunteer

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

Job Description:

The Director of Player Development and Evaluations is responsible for overseeing both the development of players within the Lacombe Minor Softball Association and the execution of the player evaluation process. This role focuses on establishing player growth programs, organizing development clinics, and ensuring fair, transparent evaluations that support balanced team formation. The Director collaborates with coaches, external resources, and board members to enhance player experience and skill development while managing all aspects of player assessments.

Key Responsibilities:

Player Development:

- **Skill Development Programs:** Design and implement programs focused on skill acquisition, physical conditioning, and mental preparation for players across all skill levels.
- **Clinics and Camps:** Organize and manage player clinics, camps, and workshops to improve foundational skills, including hitting, pitching, fielding, and game strategy.
- **Progression Pathways:** Establish clear pathways for player advancement within the organization and to higher levels of competition, providing players with structured growth opportunities.

Evaluation Planning and Execution:

- **Evaluation Planning:**
 - Develop a detailed schedule for player evaluations based on registration numbers, working closely with the Field Allocator to secure appropriate space and times for evaluations.
 - Work closely with both the Selects and Matrix Directors to organize separate evaluations for different age groups and skill levels (e.g., A/B teams, C/D teams).
- **Recruitment of Evaluators and Volunteers:**
 - Recruit and schedule qualified evaluators for each age group, ensuring they have no conflicts of interest (e.g., evaluators should not be associated with the players they are assessing).
 - Work closely with the Directors of Coach and Player Development to establish the evaluation criteria and ensure consistency in scoring across evaluators.

- Recruit on-field volunteers to run evaluation stations and ensure they follow standardized instructions to maintain consistency for all players.
- **Execution of Evaluations:**
 - Work closely with both Selects and Matrix Directors to ensure all players are assigned and wear consistent pinny numbers throughout the evaluation process to prevent any discrepancies in identification.
 - Oversee the logistics of the evaluation day, ensuring that stations run smoothly, volunteers are adequately prepared, and evaluators are clear on their roles.
 - Monitor the integrity of the evaluation process, ensuring that every player receives a fair and consistent opportunity to demonstrate their skills.
- **Criteria and Scoring Standards:** Collaborate with coaches to develop and standardize evaluation criteria, ensuring consistency in scoring and transparency throughout the process.

Team Selection Support:

- **Data Management and Analysis:** Collect, organize, and secure evaluation data, ensuring its confidentiality and integrity.
- **Ranking and Team Formation:** Use evaluation results to create player rankings and assist coaches and board members during team selection meetings to form balanced teams.
- **Conflict Resolution:** Step aside from evaluations where personal conflicts of interest may arise, ensuring impartiality and fairness in the selection process.
- **Program Oversight and Long-Term Strategy:**
 - **Development Strategy:** Develop and maintain a long-term player development strategy aligned with association goals.
 - **Goal Setting and Evaluation:** Set objectives for development and evaluation programs, tracking progress and making adjustments as needed.
 - **Resource Provision:** Supply coaches with resources, including drills, practice plans, and development tools to support player training.
- **Communication and Collaboration:**
 - **Parent and Player Updates:** Keep players and parents informed about development programs, evaluation dates, and team placement updates.
 - **Inter-Board Collaboration:** Work with the Director of Fields, the Board of Directors, and league officials to coordinate evaluations and development activities.
 - **External Partnerships:** Partner with outside organizations and trainers to bring additional expertise and resources for player development.

- **Feedback and Continuous Improvement:**

- **Player Feedback:** Implement regular feedback mechanisms for players, assessing their skills and identifying areas for growth.
- **Evaluation Review:** Review and refine the evaluation process post-season, incorporating feedback to enhance fairness and effectiveness.

Commitment and Authority:

- **Commitment:** Expected to oversee development and evaluation programs throughout the season, with planning responsibilities during the off-season. The busiest periods include pre-season for evaluations and ongoing development activities during the season.
 - **Authority:** Authorized to design and implement player development and evaluation programs, recruit evaluators and volunteers, manage data, and support team selection.
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Commitment:

- The Director of Player Development & Evaluations is expected to attend all board meetings and evaluation events. The busiest periods are typically during the fall (A-level evaluations) and winter (B/C/D-level evaluations), when the bulk of evaluation activities take place.
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Term:

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