

Job Title: Tech Lead I

Location: Medicine Hat, AB

Company: Medicine Hat Soccer Association (MHSA)

Reports to: Executive Director of MHSA

Start Date: May 1

Term: Part time Contract until March 30, 2026

Position Overview

The Tech Lead I is the senior coaching and technical leadership position at MHSA, responsible for overseeing player and coach development across all community programs. In the absence of a Technical Director, this role will assume additional strategic and programmatic duties to ensure the continued growth of soccer in Medicine Hat. The Tech Lead I will work closely with the Executive Director, Program Leaders, and coaching staff to deliver high-quality soccer experiences for players of all ages.

Compensation

- **Soccer Hours:** Paid for time on the field, including 30 minutes before and after sessions.
- **Administrative Work:** 1 hour/month for timesheets.
- **Flat Rate:** Communication and meetings with ED and other directors.
- **Hourly Rate:** Team division and coach selection meetings.
- **Base Rate:** \$22/hour (increased from \$20/hour for Tech Leads II to reflect seniority and added duties).

Administration

- Complete and submit timesheets for Tech Leads and coaches to the ED for approval monthly.
- Collaborate with the RASC Director, Mini Director, and Minor Director to form teams and assign coaches each season.
- Attend monthly meetings with the ED and other directors to align on goals and progress.

Technical Leadership (Interim Technical Director Duties)

- Complete the RASC Technical Session - Wednesday and Thursday from 5-8 pm 14-16 weeks
- Develop and implement a technical plan to foster player development across all age groups (U4-U17).
- Implement newly developed training curricula for U4/U5 - U17 programs in collaboration with Program Leaders.
- Mentor and train coaches and Tech Leads to maintain consistent coaching standards.
- Oversee player progression, identifying talent for advanced programs like RASC.
- Monitor and evaluate all soccer programs, ensuring quality, safety, and inclusivity.

Community Program Duties

- Develop a clear technical plan to enhance player development across all ages in safe and challenging environments.
- Conduct / participate in meetings with Mini Director, ED, and Program Leaders for U4/U5 and U7 groups.
- Conduct / participate in meetings with Minor Director, ED, and Program Leaders for U9-U13 groups.
- Collaborate on curriculum development with Program Leaders for U4/U5, U7, and U9-U13 groups.
- Identify and approach potential coaching candidates for U7-U17 programs.
- Work with Program Leaders to provide orientation sessions for U4/U5 Tech Leads, U7 Tech Leads and coaches, and U9-U17 coaches.
- Lead RASC Tech sessions each for U9-U17 groups. (Wednesday - Thursday 5-8pm)
- Work with Program Leaders to identify potential RASC players.
- Run two 6-week Skill Development Programs for U9-U17 groups (November-December and April-May).
- Help coordinate and run end-of-season festivals for mini and minor programs.
- Oversee and monitor all community programs for summer and winter seasons.

Required Skills and Qualifications

- **Experience:** Proven background in coaching soccer, ideally with youth teams or academies.
- **Technical Expertise:** Deep understanding of soccer training methodologies, strategies, and performance metrics.
- **Leadership Skills:** Strong leadership, communication, and interpersonal abilities; experience leading teams in dynamic environments.
- **Passion for Soccer:** Genuine enthusiasm for the sport and its development at the grassroots level.
- **Collaboration:** Ability to work effectively with coaches, board members, parents, and MHSA staff.

Preferred Qualifications

- Experience in a leadership role within soccer teams, academies, or sports organizations.
- Familiarity with Canada Soccer's Long-Term Player Development (LTPD) model.

What We Offer

- A high-impact role in a fast-paced, community-focused environment.
- Opportunities to shape the future of soccer in Medicine Hat and influence young athletes.
- Access to the latest trends in soccer coaching and player development.

How to Apply

- Send resume & cover letter to Amanda Fedor at executivedirector@medicinehatsoccer.com