



CANADA SOCCER

237 rue Metcalfe Street
Ottawa, ON K2P 1R2

CANADA SOCCER – Sporting Director, National Teams

Job Title: Sporting Director, National Teams

Location: Canada (flexible within Canada)

Position Type: Full-Time

Reports to: CEO

Position Summary

The Sporting Director, National Teams is responsible for the management of Canada Soccer's national teams and high-performance initiatives.

The position is responsible for:

1. Managerial oversight of the national teams and high-performance functions.
 - National team system
 - Extended national teams (e.g., para, futsal)
 - Performance data and analysis
 - Sports science
 - Mental performance
 - Scouting, identification, and recruitment
 - High-performance player development pathways
2. Institutionalizing Canada Soccer's national sporting identity.
 - Collaborate with the senior national team coaches, coaching education staff, and other high-performance stakeholders to ensure Canada's national high-performance sporting identity for men's and women's football is codified, communicated broadly, and appropriately incorporated into mechanisms for coach education.
3. Other duties as assigned.

Position Description

The Sporting Director, National Teams is a versatile executive who is fluent in the technical, administrative, and organizational management aspects of high-performance international football. Reporting to the CEO and acting as a collaborative colleague to the senior national team head coaches, the Sporting Director is the senior executive responsible for the management of Canada Soccer's national teams and high-performance initiatives.

They provide administrative and technical leadership for Canada Soccer's high-performance functions, including the national team system, extended national teams (e.g., para soccer, futsal), national team scouting and recruitment, performance data and analysis, sports science, and mental performance. They support coaches and staff in these areas, design staffing structures, oversee performance, and develop management and succession plans. They ensure the high-performance functions at Canada Soccer are operated with excellence and on a gender-equitable basis. The Sporting Director works as a colleague to the senior national team



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head coaches and supervisor to all other head coaches and national team technical personnel, cultivating a strong working relationship with each of them to become a trusted resource.

On an as-needed basis, the Sporting Director attends senior and youth national team training camps and communicates regularly with coaches outside of these events. They also provide administrative oversight to ensure Canada Soccer's national teams follow all tournament rules and players' association mandates.

In addition, working alongside the senior national team head coaches and other technical leaders, the Sporting Director will institutionalize the federation's national sporting identity and broadly communicate it to stakeholders across Canada. The national sporting identity is based on the game models, sporting philosophies, styles of play, positional archetypes, and KPIs utilized by the current senior national team head coaches, with the goal of building consistent and stable long-term identities for Canada's men's and women's national teams and high-performance soccer ecosystem. The Sporting Director will thus collaborate with stakeholders across Canada – including provincial and territorial associations, clubs, and coaches – to help inspire alignment with the national sporting identity.

On occasion, the Sporting Director will participate alongside the CEO or other Canada Soccer personnel in fundraising meetings and events with donors and corporate partners. They will be able to communicate persuasively about the vision and growth plan for Canadian soccer and the national team system to inspire confidence with potential supporters.

QUALIFICATIONS

Candidates should have the following qualifications:

- Extensive playing, coaching, or management experience in professional or international soccer.
- Successful track record of sporting or technical leadership in elite soccer.
- Expert understanding of the high-performance pathway in Canadian soccer.
- Exceptional leadership and communication skills.
- Experience working effectively with high-performing coaches.
- Demonstrated history of integrity in conduct and ethical decision-making.
- Familiarity with the overall landscape of Canadian soccer is strongly preferred.
- Advanced coaching licenses and other advanced technical certifications are preferred.

Additional considerations:

- The ability to speak English and French is preferred.
- University degree in sport science, business, or another related area of expertise is preferred.

GUIDELINES FOR APPLICANTS

Please submit your cover letter and résumé to careers@canadasoccer.com before May 23, 2025.



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Please note that only those candidates selected for a potential interview will be contacted.

Canada Soccer is the official governing body for soccer in Canada. In partnership with its members, Canada Soccer promotes the growth and development of soccer in Canada, from grassroots to high performance, and on a national scale.

Soccer is the largest participatory sport in Canada and is considered the fastest growing sport in the country. There are nearly 1,000,000 registered Canada Soccer active participants in Canada within 1,200 clubs that operate in 13 provincial/territorial member associations.

Our recruitment and selection processes and work environment are inclusive and barrier-free. Canada Soccer believes that a diverse team strengthens our organization.

Canada Soccer provides equal opportunity for all applicants and do not discriminate on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences pardoned or suspended, marital status, family status, disability, or any other characteristic protected by local law. Self-identification by candidates in the process is completely voluntary. We welcome and encourage applications from people with disabilities.