



JOB POSTING - Manager, Coach & Athlete Development

Football Canada

Employment Type: Full-Time, Permanent

Location: Remote (Canada) – National travel required

Reports to: Director, High Performance (on an interim basis until new CEO arrives)

Salary Range: \$55,000 - \$70,000

Vacancy Status: Existing vacancy

About Football Canada :

Football Canada is the national governing body for amateur football in Canada, responsible for the leadership, development, and promotion of tackle, flag, and touch football across the country. Working in partnership with Provincial Sport Organizations (PSOs), coaches, officials, and community leaders, Football Canada is committed to delivering safe, inclusive, and high-quality football experiences while building clear pathways from grassroots participation to international excellence.

Position Overview:

Reporting to the Director, High Performance, the **Manager, Coach & Athlete Development** plays a critical leadership role in advancing Football Canada's national development system across both tackle and flag football.

This role is responsible for the design, coordination, and delivery of national coach education frameworks and athlete development pathways that are safe, inclusive, evidence-based, and aligned with national and international best practices. Working collaboratively with PSOs, national team staff, technical leaders, and external partners, the Manager ensures a clear, connected, and credible pathway from grassroots participation through to high performance.

This position sits at the intersection of participation, development, and excellence, helping to strengthen the foundation of the sport while supporting Canada's long-term competitive success.

Key Responsibilities:

Coach Development & Education

- Lead the design, implementation, and continuous improvement of Football Canada's national coach development framework across tackle and flag disciplines
- Oversee coach education curriculum, certification pathways, and learning resources aligned with NCCP principles and Football Canada standards
- Collaborate with PSOs to ensure consistent delivery, quality control, and national alignment of coach education programs
- Support the recruitment, training, and evaluation of coach developers and facilitators



- Integrate Safe Sport, equity, inclusion, and athlete-centred coaching principles across all coach education initiatives

Athlete Development & Pathways

- Lead the development and ongoing refinement of national athlete development pathways aligned with Long-Term Athlete Development (LTAD) principles
- Ensure clear and connected progression routes from grassroots, school, and community programs through provincial, university, and national team environments
- Support alignment between domestic competition structures, talent identification processes, and high-performance objectives
- Collaborate with national team programs to ensure pathway coherence, athlete welfare, and technical alignment

System Alignment & Stakeholder Engagement

- Serve as a key liaison between Football Canada, the Coaches Association of Canada, PSOs, coaches, and technical leaders on coach and athlete development matters
- Support PSOs with tools, frameworks, and best practices to strengthen delivery at the provincial and local levels
- Contribute to national working groups, advisory committees, and strategic initiatives related to development and participation growth

Monitoring, Evaluation & Continuous Improvement

- Establish metrics and reporting frameworks to assess the effectiveness and impact of coach and athlete development programs
- Use data, feedback, and research to inform continuous improvement and innovation
- Support Sport Canada requirements, grant reporting, and organizational accountability related to development initiatives

Strategic & Operational Support

- Contribute to Football Canada's broader strategic objectives, including participation growth, quality sport experiences, and high-performance success
- Support cross-functional collaboration with Safe Sport, events, high performance, and marketing teams
- Assist with budget planning, resource allocation, and operational execution related to development programming



Qualifications & Experience

- Post-secondary education in sport management, coaching, kinesiology, or a related field (or equivalent experience)
- Minimum 5–7 years of experience in coach development, athlete development, or sport system leadership
- Preferred: NCCP designations, including COMP DEV Certified, Master Coach Developer, Learning Facilitator, and Evaluator.
- Preferred: Proven coaching experience in football at various levels.
- Crucial: Demonstrated knowledge of the Coaching Association of Canada Locker system.
- Strong understanding of Long-Term Athlete Development (LTAD) principles and national sport development systems (Coaches Association of Canada)
- Experience working with or within Provincial Sport Organizations, National Sport Organizations, or multi-stakeholder sport environments
- Demonstrated ability to build collaborative relationships and influence across diverse stakeholder groups
- Strong project management, communication, and organizational skills
- Bilingualism (English/French) is considered a strong asset

Key Competencies:

- Athlete-centred and coach-centred mindset
- Systems thinker with the ability to connect grassroots, development, and high-performance environments
- Credible technical leadership combined with practical delivery experience
- Strong commitment to Safe Sport, equity, diversity, and inclusion
- Adaptable, solutions-oriented, and comfortable operating in a national, distributed environment

Why Join Football Canada?

This is a unique opportunity to shape the future of football in Canada at a national level. The Manager, Coach & Athlete Development will play a meaningful role in strengthening the sport's foundation, supporting coaches and athletes across the country, and helping build sustainable pathways toward excellence, including the growing national and international opportunities in flag football.



Please submit your résumé and expected salary expectations to admin@footballcanada.com before **March 4th, 2026**.

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

Football Canada believes that diverse perspectives and lived experiences strengthen our organization and the sport we serve.

Football Canada is committed to providing equal opportunity for all applicants and does not discriminate on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity or expression, age, marital status, family status, disability, or any other characteristic protected by applicable law.

Self-identification during the recruitment process is completely voluntary. Football Canada welcomes and encourages applications from persons with disabilities and is committed to providing accommodations throughout the hiring process.