



Director of Competitive Programs

Oakville Soccer Club (OSC), the largest amateur soccer club in North America, is seeking a Director of Competitive Programs to lead and elevate our competitive programs, including OPDL, RDP, and League1. This senior leadership role will play a key part in our mission to provide top-tier development and experiences for players, coaches, parents, volunteers and staff.

The Opportunity

As Director of Competitive Programs, you'll manage and support a dedicated team, innovate our programs, and ensure they align with OSC's overall mission. You'll collaborate closely with the Director of Grassroots Programs, Marketing, Operations, and Finance to ensure cohesive and effective programming. Your leadership will directly contribute to OSC's success and continued growth as a top youth soccer organization. To learn more about the technical structure that shaped this role, read our recent announcement [here](#).

Key Responsibilities

- **Staff Leadership & Alignment:** Lead and inspire competitive program staff, focusing on team cohesion, retention, and professional growth.
- **Program Strategy & Innovation:** Drive the evolution and improvement of OSC's competitive programs, ensuring alignment with the club's mission and strategic goals.
- **Budget Management:** Oversee program budgets to ensure financial sustainability and effective allocation of resources.
- **KPI Management:** Track performance and success through measurable KPIs such as player and coach retention, program satisfaction, and on-field success.
- **Cross-Department Collaboration:** Work with Marketing, Operations, and Finance teams to create effective messaging and ensure alignment with OSC's larger objectives.

Why OSC?

At OSC, we're more than just a soccer club—we're a driven organization dedicated to creating opportunities that empower individuals to thrive both on the field and in life.

- **Culture:** Join a team that values collaboration and support. Your leadership will impact not just the competitive programs, but the broader organizational culture.
- **Recreational Programming:** We recognize the importance of recreational programming in developing competitive players. Your role will bridge the two for a cohesive player experience.
- **Compensation & Benefits:** The total compensation for this role is commensurate with experience, with a salary range of \$80,000 to \$95,000. The compensation package includes flexible work hours, RRSP matching, health benefits, generous vacation, and a budget for ongoing professional growth and learning, all designed to support your work-life balance and career development.

Oakville Soccer Club Employment Opportunity



The Ideal Candidate

- Holds a National A license (or is actively working toward it), with a minimum of National B license.
- Proven experience in senior leadership in competitive soccer programs.
- Strong communication skills with the ability to engage and lead diverse stakeholders.
- A results-driven leader who can innovate, improve programs, and manage staff effectively.
- A hands-on approach to leadership, emphasizing accountability, staff management, and team development.

A Day in the Life

This leadership position offers a dynamic environment where each day brings new challenges aligned with the needs of your team and programs. You'll oversee personnel and initiatives, ensuring our players, coaches, and teams receive the essential support for their success. Flexibility is key, often requiring evenings and weekends to accommodate OSC's year-round programming. Your active presence and engagement with staff, players, and parents are vital, fostering meaningful relationships and sustaining program excellence. While on-field involvement is part of the role, the emphasis is primarily on off-field management and strategic leadership.

Hiring Process

Anticipated start date is October 2025, with flexibility for candidate commitments through the end of the current summer season. The selection process will include panel interviews and project completion. The priority is finding the right fit for both the role and OSC. More detailed information will be shared with interview candidates to help them prepare. Candidates can learn more about OSC by visiting our website: www.oakvillesoccer.ca.

We are excited to hear from candidates who are ready to lead and innovate in competitive soccer at OSC. To apply, please submit the following:

- Cover Letter: We're looking for more than just a standard cover letter. Please tell us why you're the ideal fit for this position and for OSC, how your experience aligns with OSC's mission, and what excites you about leading our competitive programs. We want to understand your vision for the role and how you can contribute to OSC's culture and growth.
- Detailed CV: Please include a comprehensive CV outlining your career, with specific attention to your experience in competitive soccer leadership. Be sure to include relevant certification dates, including your National A and B licenses/anticipated completion dates.

Completed applications will be accepted until September 7, 2025, and can be submitted to employment@oakvillesoccer.ca. Those selected for the interview phase will be contacted directly.

Thank you for your interest in this role and the Oakville Soccer Club. We are excited about the future and the opportunity to bring on a passionate individual to help drive our next chapter of growth and success!