

Job Description

IModel Head Coach

Paid position · Reports to the Director of Coaching / High Performance Manager

Organization

Rose City United Football Club (RCUFC) is an OPDL Licence Holder and Canada Soccer National Youth Club Licence holder, formed through the collaborative high-performance partnership of Tecumseh United FC, Caboto Soccer Club, LaSalle Stompers Soccer Club, and Rose City FC, serving the Windsor-Essex region.

1. Position Summary

Reporting to the High Performance Manager and Technical Director, the IModel Head Coach is a paid position responsible for the technical leadership, administration, and holistic development of the IModel team, in alignment with RCUFC's unified Game Model, BADGE values, and player pathway philosophy. IModel sits directly below OPDL in RCUFC's pathway and is a primary feeder into the Club's OPDL program.

2. Responsibilities

Technical Delivery

- Plan and deliver all training sessions and recovery sessions appropriate to the readiness-based, developmentally staged IModel format
- Implement RCUFC's Game Model and player development philosophy consistently across the season
- Design and lead in-class game/video analysis sessions appropriate to the age group

Competition

- Attend and lead all league games and any Showcase Weekend competition, including required travel
- Plan and run tryout sessions; identify and recommend prospective players in coordination with the Program Director, including candidates for the OPDL pathway

Player Development & Evaluation

- Complete a minimum of 2 formal player evaluations per season using holistic (technical, tactical, physical, psychosocial) report cards
- Maintain player attendance and talent-ID records in the Club's designated system
- Design and support Individual Development Plans (IDPs), with particular attention to mental preparation, goal setting, and coping with competition per the IModel framework

Administration

- Keep TeamSnap (or Club-designated platform), rosters, and schedules current
- Communicate promptly and professionally with parents/guardians
- Complete all Club surveys, questionnaires, and season-end reporting
- Attend all mandatory Technical Department, Ontario Soccer, and staff meetings
- Oversee administrative aspects of the IModel program, including qualification-phase and placement requirements

Culture & Mentorship

- Liaise with the Program Director, Assistant Coach(es), and Head Goalkeeper Coach
- Model RCUFC's BADGE values — Belief, Ambition, Discipline, Gratitude, Enjoyment — every session
- Lead the coach mentorship and observation cycle for assigned Assistant Coach(es)

- Actively support player movement into the OPDL pathway where appropriate, in coordination with OPDL Head Coaches

3. Qualifications & Certifications

- Minimum Ontario Soccer Grassroots Diploma (Head Coach requirement for IModel per Ontario Soccer's Coach Development Pathway)
- 2-6 years coaching competitive players in the applicable age range
- Current Respect in Soccer, Making Ethical Decisions, Safe Sport, First Aid/CPR-AED, and CPIC (or valid Vulnerable Sector Screening within the last two years)
- Coaches working with female players must also complete Keeping Girls in Sport

Coaches who do not yet hold the required certification may be eligible for RCUFC support through the applicable Ontario Soccer Coach Development Plan (CDP), subject to Ontario Soccer approval.

4. Competencies

- Punctual, professional, approachable, and responsive to players, families, and staff
- Passionate about player-first development over short-term results
- Comfortable coaching in a readiness-based, non-relegation competitive format
- Strong written and verbal communication skills
- Able to work collaboratively within a multi-club technical staff

5. Working Conditions

- Time commitment: approximately 8-12 hours/week across the IModel outdoor season
- Season breaks aligned with the Club's shared technical calendar and Ontario Soccer's IModel season dates
- Location: training and matches held at Windsor-Essex area facilities across the RCUFC partner network; some administrative work may be completed remotely
- Travel required for league games and any Showcase Weekend
- This is a paid position; engagement type (employee or contractor) and compensation structure will be confirmed prior to offer. Coaches must be non-parents of rostered players at their assigned age group, per Ontario Soccer requirements

6. How to Apply

Interested candidates should complete the RCUFC Coaching Application via the online form by July 24, 2026 (<https://forms.gle/Z6FzC7VnPWHUBqbW8>) and submit it along with:

- Resume/CV
- Coaching philosophy statement
- Licence summary and NCCP number
- Two to three professional references

RCUFC is committed to an inclusive, accessible recruitment process. Accommodations are available on request at any stage of the application or interview process. RCUFC thanks all applicants for their interest; only those selected for an interview will be contacted.

Careers at Rose City United FC

One Community. One Standard. One Pathway. One Future.

About Rose City United FC

Rose City United Football Club (RCUFC) is an OPDL Licence Holder and Canada Soccer National Youth Club Licence holder, formed through the collaborative high-performance partnership of Tecumseh United FC, Caboto Soccer Club, LaSalle Stompers Soccer Club, and Rose City FC, serving the Windsor-Essex region.

Rather than competing against one another for players, coaches, and resources, our partner clubs have chosen to work together to build one aligned, sustainable, player-first pathway serving the entire Windsor-Essex region. The result is a collaborative model designed to raise standards, improve opportunities, and create a clearer journey for every ambitious player and coach in Southwestern Ontario.

Why Work With Us?

Coaching at RCUFC means joining a club at the exact moment it is being transformed — a rare opportunity to help shape systems, culture, and standards rather than simply operate inside someone else's. You'll work within a genuine multi-club pathway rather than a single-team environment, meaning your development work connects to something larger than one roster or one season.

- A defined, single player pathway from grassroots through IModel, OPDL, and the Ontario Premier League (OPL) and beyond — your coaching sits inside a system, not a silo
- Investment in coach development as an organizational priority, not an afterthought
- A collaborative technical staff spanning four legacy clubs' worth of experience and community relationships
- An established OPDL Licence Holder and Canada Soccer National Youth Club Licence holder — you're joining a fully credentialed program, not a hopeful one
- A culture that measures itself on developing exceptional people, not just results

Our Leadership Philosophy

We believe players deserve coaches who are educators first, lifelong learners, collaborative, curious, humble, and professional — and we hold our leadership to the same standard. RCUFC's technical leadership operates as facilitators of coach growth, not just evaluators of results.

- Servant leadership — Technical Directors and Age-Group Leads exist to remove obstacles and develop their coaches, not simply to direct them
- Transparency — clear, consistent expectations communicated the same way to every coach at every level
- Evidence over tradition — decisions grounded in Game Model methodology, performance data, and player outcomes rather than "the way it's always been done"
- Shared accountability — coaches are supported with mentorship and resources, and in turn are accountable to the pathway's standards

We Invest In Our People & Professional Development

RCUFC treats coach development as an investment, not a cost. Staff can expect access to:

- Structured mentorship from senior technical staff and Age-Group/Technical Directors
- Support toward coaching licence progression (Grassroots Diploma, C Diploma, Youth Licence, and beyond), including guidance through the applicable Ontario Soccer Coach Development Plan (CDP) where eligible
- Funded or subsidized access to Ontario Soccer and Canada Soccer coach education courses
- Video analysis tools and sports-science resources to support session planning and player evaluation
- Regular observation and feedback cycles built into the technical calendar, not just end-of-season reviews
- Collaborative planning time with fellow coaches across the pathway's age groups
- A clear internal pathway for advancement — from IModel to OPDL to OPL — as the club grows

Our Strategic Priorities (2025-2028)

- Strengthen technical programs across every stage of the player pathway
- Expand coach education and mentorship capacity
- Enhance player services, including sports science and performance tracking
- Improve and unify training and match facilities across the Windsor-Essex region
- Strengthen and maintain OPDL standards across every age group in the pathway
- Build on our National Youth Club Licence standing to deepen coach education and player-services programming
- Establish RCUFC as one of Ontario's premier player development environments

Join Our Journey

Whether you are a player, coach, staff member, volunteer, or partner, Rose City United FC offers the opportunity to help shape something bigger than a single team or season. Together, we are building a collaborative soccer environment where people thrive, players develop, and our region reaches its full potential.

One Community. One Standard. One Pathway. One Future.

Open Coaching Roles — Overview

RCUFC is building coaching staff across two levels of our technical pathway. Each role below has a full job description and a condensed posting later in this package. All roles share one application form and one BADGE-driven culture.

Role	Pathway	Level	Reports To	Typical Age Band
OPDL Head Coach	OPDL	Head Coach	Sporting Director / HP Manager	U13-U17
OPDL Assistant Coach	OPDL	Assistant Coach	OPDL Head Coach / HP Manager	U13-U17
IModel Head Coach	IModel	Head Coach	Director of Coaching/ HP Manager	U13-U18
IModel Assistant Coach	IModel	Assistant Coach	IModel Head Coach / HP Manager	U13-U18

Note on IModel: IModel is Ontario Soccer's competitive pathway league for youth teams below OPDL (currently a multi-year pilot, transitioning to a fully implemented regional league from the 2027 outdoor season). It sits directly beneath OPDL in RCUFC's unified player pathway and is a core feeder into our OPDL program.