



Description of Role

Vancouver Hawks Field Hockey Club (VHFHC) is the second-largest field hockey club in North America, boasting around 900 members from the ages of 3 to 83. VHFHC is community-focused and supports play for a wide variety of members including youth and adult leagues, recreational and high-performance programs, indoor and outdoor hockey, and everything in-between.

VHFHC is committed to improving the experience in the club for players, coaches and officials. The *player pathway* describes the experience of each player as they move through their hockey career, whether social, competitive, high performance, youth, adult or masters level. Similarly the *coaching pathway* guides the careers of our coaches, while the *officials pathway* speaks to the umpires and technical staff.

The Technical Director's role is to lead, organize and administer the technical aspects of Vancouver Hawks field hockey player, coaching and umpiring pathways, supported by the Club Administrator and several volunteers including the Women and Men's Program Coordinators, Coaching and Umpiring Coordinators.

Reports to: Executive Director

Responsible to: Executive Director, Board of Directors, Membership

Term of office: Permanent part-time.

Time Commitment: 20hrs per week

Remuneration: \$35-40k depending on skills and experience

Start Date: Sep 1, 2021

Note: Employment is contingent on the ongoing support of the club by the Community Gaming Grant, renewed yearly. This will first be reviewed in Fall 2022

Primary Responsibilities

- Overall responsibility for the design, planning and execution of the 3 pathways - player, coaches and officials - including:

VANCOUVER HAWKS FHC

Technical Director



- Design and maintain pathways in conjunction with ED and in line with VHFHC policy
- Integrate pathways with FHC and FHBC policy and programming
- Responsible for player, coach and umpire safety and experience including recruitment, assignment, support and follow-up
- Supported in execution by Club Administrator
- Oversee Head Coach
- Recruit and manage paid personnel as necessary for each pathway in conjunction with Head Coach where appropriate including Head Coaches, Lead Coaches, Coaches, Mentors, Umpires, Umpire Mentors and other positions as required
- Recruit, manage and support volunteers as required in conjunction with Head Coach where appropriate
- Lead committees focused on each pathway
- Regularly report to board on each pathway
- In conjunction with ED create and control pathway budgets, including making appropriate spending decisions within budgetary constraints

The Technical Director, in consultation with the Executive Director, has sufficient authority to take measures that are necessary in the daily management of specific programs under her/his jurisdiction within the budgetary and policy limitations of VHFHC.

Skills & Attributes

- 5+ years of education and/or experience in sport administration, recreation or coaching
- Strong track record of designing and managing sporting pathways to achieve organizational strategic objectives, ensuring proper planning, , organization and delivery
- Demonstrated ability to see the “bigger picture” and understand the factors involved in successful development of players, coaches and officials within the context of the local, regional and national sporting environment
- Demonstrated ability to work with other stakeholders including schools, clubs, leagues, PSO and NSO
- Strong understanding of the BC field hockey playing and coaching structures an asset
- Demonstrated experience in leading and managing people
- Demonstrated ability to manage competing interests
- Strong confidence level with managing, monitoring and reporting of budgets
- Excellent written and oral communication skills
- Excellent time management and organizational abilities
- Working knowledge of current software including Excel, Gmail, Google Drive, Word, Power Point
- Ability to work independently and on a team

VANCOUVER HAWKS FHC
Technical Director



- Formal coaching or umpiring certification is an asset
- Commitment to the values of the club