



JOB POSTING - DIRECTOR OF HOCKEY OPERATIONS

SCOPE: This role oversees all aspects of on-ice hockey development for players aged U5 to U18 within Burnaby Minor Hockey Association (BMHA).

KEY RESPONSIBILITIES:

- **Develop and Implement Comprehensive Hockey Development Plans:**
 - **Curriculum Design:** Create age-appropriate, progressive hockey development curriculums aligned with Hockey Canada's Long-Term Player Development (LTPD) model. This includes skill-based training, tactical awareness, and physical conditioning.
 - **Program Innovation:** Introduce and evaluate new development programs, such as specialized skills clinics, power skating sessions, goalie training, and off-ice conditioning programs.
 - **Evaluation and Adjustment:** Regularly assess the effectiveness of development plans through player feedback, coach evaluations, and performance metrics. Make data-driven adjustments to ensure continuous improvement.
 - **Pathway Creation:** Establish clear pathways for players to progress from initiation programs (U5) to competitive rep teams (U18), ensuring a smooth and consistent development experience.
 - **Integrating latest training techniques:** Research and implement modern training techniques, including video analysis, and data tracking.

- **Oversee Coaching Education and Development Programs for All Coaches:**
 - **Coach Certification:** Ensure all coaches meet Hockey Canada's certification requirements and provide opportunities for ongoing professional development.
 - **Workshops and Clinics:** Organize and conduct regular coaching workshops and clinics focusing on skill development, practice planning, game strategy, and player management.
 - **Mentorship Program:** Establish a mentorship program pairing experienced coaches with new coaches to provide guidance and support.
 - **Resource Development:** Create and distribute coaching resources, including practice plans, drills, and instructional videos.

- **Lead the Recruitment, Hiring, and Evaluation of All Team Coaches:**
 - **Recruitment Strategy:** Develop a proactive recruitment strategy to attract qualified and passionate coaches, including networking, advertising, and partnerships with local universities and colleges.
 - **Hiring Process:** Establish a transparent and rigorous hiring process, including interviews, reference checks, and background checks.
 - **Coach Selection Criteria:** Define clear selection criteria based on coaching experience, qualifications, communication skills, and alignment with BMHA's values.



- **Performance Evaluation:** Implement a formal coach evaluation system that includes player feedback, parent feedback, and observation of coaching practices.
 - **Retention Strategies:** Develop and implement strategies to retain high-quality coaches.
 - **Addressing Coach Concerns:** Create a clear process for coaches to address concerns and provide feedback.
 - **Training for coaches on conflict resolution:** Provide training to coaches for how to deal with conflicts between players, parents, and other coaches.
- **Collaborate with Other Departments (e.g., registration, fundraising) to ensure program alignment and success:**
 - Communicate effectively with other departments to ensure smooth program operations.
 - Participate in strategic planning and budget development.
 - Support fundraising initiatives to enhance program resources.

DESIRED OUTCOME:

- Enhance the overall player experience for all BMHA members.
- Improve player development and skill acquisition across all age groups.
- Foster a positive and supportive coaching environment.
- Increase the competitiveness and success of BMHA teams.
- Establish BMHA as a leader in minor hockey development within the region.

TERMS:

- The Director of Hockey Operations will be a contractor to BMHA.
- Remuneration to be negotiated based on candidate's experience and skill set.

HOW TO APPLY:

- If you are a passionate and experienced hockey professional with a strong background in coaching, player development, and program management, please provide your resume and cover letter outlining your hockey philosophy by 5pm on Friday, April 4th, 2025 to Adam Pruss at director-coaching@burnabyminor.com.

Thank you for your interest in joining the Burnaby Minor Hockey Association team!