

Foundation Phase Leads: U8 to U11

Waterloo United Soccer Club

Part-Time Positions

Location: RIM Park, Bechtel Park and Other Training Locations in Waterloo, ON

Start Date: As soon as possible

Position Type: Part-Time Hourly or Contract

Salary Range: \$25 to \$35 per hour or agreed upon contract. Salary will vary based on experience and relevant certifications.

We are accepting applications with the anticipation of hiring multiple candidates assigned to various phases of development, or one candidate if the availability and suitability is a good fit.

Development Phases:

- U8/U9 Foundation Phase
- U10/U11 Foundation Phase

Position Overview

Waterloo United is seeking passionate and knowledgeable **Foundation Phase Leads** to provide technical leadership within our U8 to U11 Skill Centre.

Two to Four Foundation Phase Leads will be appointed, likely with one to two responsible for the **U8/U9 Foundation Phase** and one to two responsible for the **U10/U11 Foundation Phase**.

The Foundation Phase Lead is responsible for overseeing the development of players and supporting coaches across their assigned age groups. The primary focus of the role is ensuring the effective delivery and execution of Waterloo United's Skill Centre program, curriculum and long-term player development principles on the field.

This is not a team coaching position. The role will work across the entire foundation phase, supporting multiple teams and coaches to create a consistent, high-quality development environment for every player.

Key Responsibilities

Player Development & Program Delivery

- Oversee the overall player development environment within the assigned foundation phase.
- Ensure Waterloo United's Skill Centre curriculum, development objectives and long-term player development principles are consistently implemented across all teams.
- Help translate Club curriculum and methodology into practical, age-appropriate training environments.
- Observe players regularly across training and competition to understand their individual development needs.
- Support appropriate player movement, grouping and roster decisions based on developmental needs.
- Help ensure the experience provided to players is appropriate for their age and stage of development.
- Reinforce an environment that prioritizes learning, technical development, confidence, creativity and enjoyment of the game.

Coach Support & Development

- Work directly with Skill Centre coaches to plan and deliver high-quality training sessions.
- Provide coaches with age-appropriate training objectives, session plans, activities and practical on-field support.
- Attend training regularly and actively support coaches with the delivery of sessions.
- Observe coaching environments and provide constructive feedback and mentorship.
- Help coaches understand the developmental objectives of their age group and how those objectives should translate into training and games.
- Promote consistency in methodology, terminology and expectations across teams within the foundation phase.
- Support newer and developing coaches as they build their knowledge, confidence and coaching skills.

Player Assessment & Roster Management

- Work collaboratively with coaches and Club technical staff to assess player development throughout the season.
- Support player evaluations, trials and roster-selection processes.
- Help coaches make developmentally appropriate decisions regarding player placement, movement and opportunities.
- Ensure player decisions are considered within the broader foundation phase rather than exclusively through the lens of an individual team.
- Support season planning and ongoing evaluation of player progress.

Parent Communication & Support

- Support coaches with conversations involving parents regarding player development.

- Assist with communication surrounding player assessments, roster selection, player movement and development opportunities.
- Help coaches navigate challenging or sensitive player-development conversations when required.
- Ensure communication with families remains professional, consistent and aligned with Waterloo United's player development philosophy.
- Help parents better understand the objectives and expectations associated with their child's stage of development.

Program Leadership & Collaboration

- Serve as a visible and accessible technical resource for coaches, players and families within the assigned foundation phase.
- Work collaboratively with Waterloo United's technical and operational leadership.
- Participate in regular planning and review meetings relating to the Skill Centre.
- Identify opportunities to continually improve the quality and consistency of the player and coach experience.
- Communicate emerging player, coach or program needs to Club leadership.
- Support Club-wide player development initiatives, coach education and technical programming when required.

What We Are Looking For

The ideal Foundation Phase Lead will be someone who:

- Has a strong understanding of youth player development and age-appropriate coaching.
- Is passionate about working with players in the early stages of their development.
- Understands that development at these ages extends beyond winning games and short-term team results.
- Can effectively support and mentor coaches with different levels of experience.
- Is comfortable working across multiple teams rather than being focused exclusively on one roster.
- Is an effective communicator who can build positive relationships with players, coaches and parents.
- Can navigate difficult player-development and roster conversations professionally and constructively.
- Is collaborative, organized, reliable and comfortable working as part of a broader technical team.
- Demonstrates a commitment to continued learning and coach development.
- Aligns with Waterloo United's commitment to providing a positive, challenging and development-focused environment for young players.

Qualifications

- Canada Soccer coaching certification appropriate to the role and age group.
- Previous experience coaching within grassroots or competitive youth soccer.
- Demonstrated understanding of long-term player development principles.
- Experience supporting or mentoring other coaches is considered an asset.
- Previous experience within a Skill Centre, academy or similar player-development environment is considered an asset.
- Canada Soccer Children's License is considered a strong asset.
- Successful completion of all required Ontario Soccer/Canada Soccer safeguarding and screening requirements.

Role Structure

This is a part-time technical leadership position primarily delivered on the field during Skill Centre programming.

The Club intends to appoint:

U8/U9 Foundation Phase Lead(s)

Responsible for technical oversight and program delivery across the U8 and U9 Skill Centre age groups.

U10/U11 Foundation Phase Lead(s)

Responsible for technical oversight and program delivery across the U10 and U11 Skill Centre age groups.

The specific weekly schedule will reflect the training and competition schedule of the assigned development phase and will include a combination of on-field delivery, coach support, player observation, planning and communication.

Our Development Philosophy

At Waterloo United, we believe the early stages of a player's journey should build both their ability and their love of the game.

Our Foundation Phase Leads will play an important role in ensuring that our curriculum and development philosophy are not simply documents or ideas, but are consistently visible in what happens on the field every week.

The success of this role will ultimately be measured by the quality of the environment we create: players developing, coaches improving, families understanding the journey, and a consistent Waterloo United standard being delivered across every team within the foundation phase.