

POSITION DESCRIPTION

DIRECTOR OF FOOTBALL



PURPOSE

The Director of Football provides strategic and technical leadership across the club's football program, establishing a clear long-term direction for player and coach development. Working within the club's Strategic Plan, the Director of Football will develop and implement a Football Development Plan that drives consistent, high-quality coaching, supports the development of our players and coaches, and establishes a clear pathway from junior through to senior football.

The role will lead the club's football philosophy, coach development and player development approach, ensuring alignment with Football Victoria and Football Australia frameworks and contemporary best practice. As a community club, this work must balance ambition and high standards with an inclusive, positive and enjoyable football environment for players of all abilities.

WHAT YOU'LL DO

Football Strategy & Leadership

- Develop and implement the club's short, medium and long-term Football Development Plan.
- Establish a clear football philosophy and consistent development approach across junior and senior football.
- Set development objectives for each age group and playing level.
- Review football programs and identify opportunities to improve quality, consistency and participation.
- Advise the Committee on football priorities, resources, equipment and future development.

Coach Development

- Lead the development, education and support of the club's coaches.
- Establish clear coaching expectations and development objectives across age groups.
- Provide coaches with practical session plans, drills, resources and guidance.
- Deliver coach education, practical demonstrations and ongoing development throughout the season.
- Observe training and provide constructive, targeted feedback.
- Mentor less-experienced coaches and build coaching capability across the club.
- Promote relevant Football Australia / Football Victoria qualifications and professional development.
- Build a culture of shared knowledge and continuous improvement among coaches.

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Player Development

- Establish age-appropriate technical, physical and social development objectives.
- Ensure training environments and programs reflect players' development requirements.
- Promote development of game understanding, decision-making and technical ability alongside competition.
- Identify and support appropriate pathways for players seeking representative, academy or higher-level football.
- Ensure player development remains positive, challenging, enjoyable and appropriate to the individual.

Standards, Resources & Best Practice

- Keep the club aligned with Football Victoria and Football Australia frameworks, guidelines and contemporary football practice.
- Translate relevant frameworks into practical standards and resources for coaches.
- Develop and maintain a library of training resources, session plans and equipment.
- Work with the Committee to prioritise football resources and investment within the club's budget.
- Regularly assess the quality and consistency of football delivery across the club.

Club Culture

- Establish a football culture built on development, inclusion, respect and enjoyment.
- Promote high standards while recognising that players develop at different rates and have different aspirations.
- Support coaches to create positive and engaging environments for players.
- Foster respect and strong relationships between players, coaches, parents, referees, volunteers and opposition clubs.

HOW YOU'LL LEAD

The Director of Football is a coach of coaches, not a coach of every team. The role is to provide leadership, direction, education and accountability while empowering coaches to take ownership of their teams. Success will come from building the capability of the people around you and creating systems that improve football across the entire club.

WHAT YOU BRING

- Significant experience in football coaching, player development and/or technical leadership.
- Strong understanding of contemporary youth football development pathways.
- Relevant Football Australia / Football Victoria coaching qualifications.

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- Experience developing coaching programs, player pathways and development frameworks.
- Demonstrated ability to mentor and develop coaches.
- Strong communication, leadership and interpersonal skills.
- Ability to work strategically while also providing practical football expertise.
- Ability to work effectively with a Committee and within a community-based sporting organisation.
- A commitment to inclusive community football and the development of players at all levels.

THE COMMITMENT

Classification: Part-time Football Executive Leadership role.

Remuneration: up to \$25,000 per annum

Time: Flexible and seasonal, with a focus on activities that deliver the greatest impact for coaches and players. The role will include coach development, training observations, planning, resource development, Committee engagement, selected training sessions and match days, and pre-season and in-season planning. The exact schedule will be agreed with the Club Executive Committee.

KEY OUTCOMES

- A clear and embedded Football Development Plan.
- A consistent football philosophy and development approach across the club.
- Increased capability, confidence and knowledge among coaches.
- Improved consistency in training and coaching standards.
- A clear player development pathway from junior to senior football.
- Strong alignment with Football Victoria and Football Australia principles.
- Positive, engaging and age-appropriate environments for players.
- Strong participation and player retention.
- A football culture that combines ambition and high standards with inclusion, enjoyment and community.

WHY IT MATTERS

The Director of Football will shape how our club develops our players and coaches, creating the standards, structures and football environment that enable every player to improve, enjoy the game and reach their potential.