

# Chief Soccer Officer (CSO)

## Job Description



### Executive Summary

**Chief Soccer Officer (CSO).** Reports Directly to the CEO.

This senior leadership role is responsible for the holistic development of all soccer programs—from Recreation to the Elite level—ensuring technical alignment, coaching excellence. The CSO will be a key leader in executing the club's ambitious **"World Class by World Cup"** strategic initiative.

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### Primary Responsibilities

The CSO's duties are divided into three core areas: Vision & Strategy, Technical Structure & Alignment, and Leadership & Management.

#### 1. Vision & Strategy

- **Define and Promote Technical Vision:** Develop, articulate, and instill a clear, consistent, and forward-thinking soccer **philosophy and style of play** across all programs (Recreation, Travel, and Elite) and age groups (U4 to U19), aligning with the club's mission of "Developing Champions for Life."
- **Strategic Planning:** Lead the development and execution of the club's **long-term soccer strategic plan** (including the "World Class by World Cup" initiative), ensuring all technical goals support organizational growth, financial health, and community outreach.
- **Pathway Development:** Evolve and manage the **player development pathway** and programming to ensure progressive, age-appropriate, and high-quality coaching, from grassroots entry points to college placement and the integrated professional partnerships.
- **External Relations:** Serve as the club's **primary technical liaison** with external soccer organizations, including US Youth Soccer, US Soccer Federation, and partner clubs/professional organizations.

## 2. Technical Structure & Alignment

- **Curriculum & Methodology:** Design, implement, and rigorously oversee a **standardized, progressive training curriculum** and methodology for all age groups, ensuring consistency in coaching content, tactical principles, and player evaluation standards.
- **Coaching Excellence:** Direct all coaching education and mentorship programs. Ensure a **coaching staff evaluation process** is in place to maintain high standards of professionalism, technical expertise, and adherence to the club's philosophy.
- **Player & Team Placement:** Oversee the processes for **player identification, selection, and team placement** (e.g., tryouts and internal assessments) to ensure fairness, transparency, and placement into the most developmentally appropriate environment.
- **Compliance & Safety:** Ensure all technical operations and training protocols strictly adhere to safety standards, including SafeSport, concussion protocols, and USSF/USYS/Virginia State regulations.

## 3. Leadership & Management

- **Staff Leadership:** Recruit, hire, train, mentor, and manage the entire **technical and coaching staff**, including Technical Directors, Directors of Coaching and Age Group Directors, fostering a collaborative, innovative, and positive culture.
- **Budget Oversight:** Collaborate with the CEO/COO/CFO to develop and manage the **annual technical budget**, ensuring efficient allocation of resources for coaching staff, facilities, equipment, and development programs.
- **Stakeholder Communication:** Maintain transparent and effective communication channels with the Board, CEO, COO, staff, players, and parents regarding the club's technical direction, goals, and performance metrics.
- **Facilities:** Collaborate on the long-term planning for current and future facilities, including Loudoun Soccer Park, to ensure all technical programs have optimal training and competition environments.

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## Qualifications and Experience

- **Education:** Bachelor's degree required; Master's degree in Sports Management, Business Administration, or a related field preferred.
- **Licensing:** Possess a **USSF 'A' or 'Pro' License, or a UEFA 'A' License** (or equivalent top-tier certification).

- **Experience:**
    - Minimum of **7-10 years of progressive leadership experience** in a large, complex youth soccer club, academy, or professional organization, with a demonstrated track record of strategic success.
    - Proven experience in **developing and implementing comprehensive, club-wide technical development frameworks** for both male and female athletes.
    - Familiarity with the competitive landscape of US youth soccer, including USL, MLS NEXT, ECNL, Girls Academy, and college recruiting processes.
  - **Skills:**
    - Exceptional **strategic thinking and visionary leadership** capabilities.
    - Superior written and verbal communication, public speaking, and presentation skills.
    - Proven ability to manage and motivate a large team of full-time and part-time coaches and staff.
    - Strong business acumen, organizational, and budget management skills.
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## **Loudoun Soccer Club Core Values and Benefits**

The CSO must embody and champion the club's core values: **Fun, Teamwork, Integrity, Stewardship, Fairness, and Inclusiveness.**

Loudoun Soccer offers a 401K Retirement Match up to \$3,000. Medical, Vision, and Dental Insurance Coverage, paid time off as well as Federal Holidays.

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