

Los Angeles SURF Soccer Club Position Overview

Head of Coaching & Player Development Girls Academy & GA Aspire Programs Reports to: Elite Girls Director – Michael Quigley

The Head of Coaching & Player Development is responsible for leading and elevating the **technical quality, developmental standards, and on-field identity** of the club's **Girls Academy and GA Aspire programs**. This role serves as the club's primary steward of **player and coach development**, ensuring alignment across curriculum, game model, training methodology, and match-day behaviors.

In addition to overseeing development across the program, this position will serve as the **head coach for two teams within the Girls Academy**, maintaining a direct, hands-on presence in the daily training and competitive environment. This dual responsibility ensures that the club's development philosophy is not only defined, but **actively modeled, implemented, and lived** on the field.

Working in close partnership with the **Elite Girls Director**, this role focuses exclusively on the **soccer side of the program**: developing coaches, supporting players, setting expectations with families, and driving consistent standards in training and games.

This is **not an administrative or operations role**. The Head of Coaching & Player Development does not manage scheduling, registrations, payments, or logistical operations, and instead dedicates full focus to the quality of the soccer experience.

Core Purpose

- Raise the standard of **player and coach development** across the Girls Academy and GA Aspire pathway
- Establish, implement, and maintain a clear **development philosophy and game model**
- Model best practices through **direct team coaching**
- Ensure training sessions and matches consistently reflect club expectations
- Align players, coaches, and parents around **long-term developmental goals**
- Support **player recruitment and retention** through a high-quality, values-driven development environment

Key Areas of Responsibility

Team Coaching (Girls Academy)

- Serve as **head coach for two Girls Academy teams**
 - Plan and deliver high-quality, age-appropriate training sessions
 - Lead match-day coaching aligned with the club's game model and developmental priorities
 - Set clear expectations for player behavior, effort, accountability, and professionalism
 - Serve as a visible example of the club's coaching standards and culture
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Player Development (Girls Academy & GA Aspire)

- Oversee age-appropriate development pathways and learning objectives
 - Lead the creation, implementation, and review of **Individual Development Plans (IDPs)**
 - Ensure training and competition environments prioritize **long-term development over short-term results**
 - Observe training sessions and matches across the program
 - Provide consistent guidance, feedback, and evaluation to players and teams
 - Uphold standards for accountability, commitment, and culture
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Coach Development

- Lead the implementation of the club's curriculum and coaching methodology
 - Mentor and support coaches through observation, feedback, and ongoing education
 - Set expectations for session quality, match coaching, and player management
 - Promote a culture of **continuous learning, professionalism, and growth**
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Team Tryouts & Player Selection

- Coordinate and lead the **team tryout process** for Girls Academy and GA Aspire teams
 - Design and implement evaluation frameworks aligned with the club's development philosophy
 - Lead player assessments, selection decisions, and placement recommendations
 - Support transparent, consistent, and professional communication with players and families
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Philosophy, Recruitment & Retention

- Own and implement a clear **player development philosophy** that differentiates the program
 - Ensure consistent application of the game model and standards across all teams
 - Assist in the **development and implementation of a strategic recruitment plan** to attract top talent across the **greater Los Angeles area**
 - Support talent identification through scouting, outreach, evaluation events, and soccer networks
 - Drive **player recruitment and retention** by delivering a high-quality, development-focused player experience
 - Serve as a visible ambassador of the club's identity and long-term vision within the local soccer community
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Player Advocacy & Advancement

- Actively advocate for **individual player opportunities**, including:
 - College recruitment pathways and guidance
 - League identification events and showcases
 - **U.S. Youth National Team** recommendations and exposure
 - Support players and families in understanding pathways and next-step opportunities
 - Collaborate with coaches to align individual development with player goals
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Standards, Communication & Conflict Resolution

- Set and uphold clear expectations for players, parents, and coaches
 - Play a leadership role in **conflict resolution** involving players, parents, and staff
 - Address issues professionally, consistently, and in alignment with club values
 - Support parent education around development standards, expectations, and pathways
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Reporting & Collaboration

- Reports directly to the **Elite Girls Director – Michael Quigley**
 - Collaborates closely with program leadership and coaching staff
 - Acts as the **technical voice and subject-matter expert** for the Girls Academy and GA Aspire programs
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Role Boundaries (What This Role Is Not)

- Not responsible for scheduling, field allocations, or team logistics
 - Not responsible for registration, billing, or payment collection
 - Not an administrative or operations management position
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Qualifications & Requirements

- **USSF A or B License** (required)
 - Proven leadership experience within **U.S.-based organizations participating in national leagues**
 - Strong background in elite player and coach development environments
 - Experience working within **Girls Academy or comparable elite girls pathways** preferred
 - Candidates must be **currently based in the United States**
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Location, Travel & Work Expectations

- LA Surf corporate offices located in **Pasadena, CA**
 - Training locations include **Pasadena, Arcadia, and San Marino**
 - Conference games and league play conducted across **Southern California**
 - Attendance at **national events across the country** required
 - **Weeknights and weekends** are primary working hours
 - Daily in-house office hours expected, with flexibility aligned to the schedule of the **Elite Girls Director**
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Application Process

To apply, please submit a **cover letter and resume** to:

Michael Quigley

Elite Girls Director

 **M.Quigley@wearelasurf.com**

Potential immediate start date.