



*Algoma University is committed to undoing systemic and institutional discrimination and being publicly transparent and accountable. Diversity, equity, and inclusion are fundamental to our Special Mission. In keeping with the Seven Grandfather teachings that are the core values that inform our decisions as an institution, we are committed to creating a welcoming, inclusive, respectful, and safe environment where everyone belongs. We live these values through the strength and richness that diversity brings to our workforce and welcome contributors from equity-deserving groups including: Indigenous Peoples, Black and racialized persons, women, Persons with Disabilities, 2 Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer persons.*

<b>Job Title:</b>	<b>Women's Soccer Varsity Head Coach</b>
<b>Position Status:</b>	Full-Time, Temporary, One-year contract (40 hrs/wk) Non-Union
<b>Department:</b>	Varsity Athletics
<b>Supervision Received:</b>	Director, Student Life & Ancillary Services
<b>Supervision Exercised:</b>	Assistant Coaches
<b>Location:</b>	Sault Ste. Marie, ON

**PRIMARY FUNCTIONS:**

A. Sport Management	70%
B. Administrative Support	20%
C. Other Duties	10%
<b>TOTAL</b>	<b>100%</b>

Reporting to the Director, Student Life & Ancillary Services, the Women's Soccer Varsity Head Coach is a key contributor to a program grounded in student-athlete development, competitive excellence, and coach leadership. Algoma Athletics is dedicated to fostering a supportive, inclusive, and positive sport environment on and off the field.

The successful candidate will provide strong leadership through coaching, recruitment, retention, and ongoing student-athlete support, ensuring both competitive success and academic achievement.

This role requires maintaining positive and professional relationships with students, families, faculty, and community stakeholders. The position is high-profile, fast-paced, and requires the ability to manage multiple priorities during peak season. Candidates must demonstrate



conduct that reflects positively on Algoma University and the Thunderbirds Athletics program at all times.

## RESPONSIBILITIES:

### A. Sport Management (70%)

- Lead and coach a competitive, high-performance Women's Soccer program.
- Develop and execute short- and long-term recruitment and retention strategies for skilled, academically qualified student-athletes.
- Create and implement an annual high-performance program plan aligned with student-athlete development and team success, and communicate this plan to Athletics & Recreation leadership.
- Plan and deliver contemporary, individualized periodization training and performance evaluation methods.
- Provide constructive feedback to student-athletes to ensure an understanding of performance goals, progress and areas for improvement.
- Communicate effectively and promptly with student-athletes, Athletics staff, recruits, families, and other key stakeholders.
- Oversee all technical and tactical preparation for practices, games, and competitions.
- Work with Athletics leadership to support donor and sponsor engagement opportunities.
- Select, coordinate, and oversee Assistant Coaches, support staff, and volunteers.
- Contribute to the strategic direction and initiatives of Algoma Athletics & Recreation.
- Demonstrate exceptional character and serve as a role model for student-athletes on and off the field.
- Comply with all Algoma University, OUA, USPORTS, and Safe Sport policies, including Codes of Conduct and maltreatment prevention standards.
- Ensure compliance with medical recommendations for athlete student participation in sport.
- Represent Algoma Athletics professionally within the local soccer community and broader sport networks.
- Collaborate with other Thunderbirds coaches and staff to support department-wide initiatives.
- Participate in Algoma University open houses, recruitment events, and orientation programming.

### B. Administrative Support (20%)

- Represent Algoma University at soccer-related meetings and events as required.
- Collaborate with Athletics staff to ensure all risk and liability considerations are



addressed effectively.

- Communicate facility and equipment needs for the Women's Soccer program to the GLC Operations Coordinator and the Athletic Operations Coordinator.
- Support and monitor the academic progress of student-athletes and facilitate academic assistance where needed.
- Manage team financial and fundraising accounts, including contributing to departmental budget planning, tracking expenditures, and aligning processes with Algoma University policies.

### **C. Other Duties (10%)**

- Other duties, as assigned.

### **MINIMUM QUALIFICATIONS**

- A minimum of five (5) years of coaching experience at a high-performance level in soccer, preferably at the college, university, high-performance youth, or professional level, is required.
- Demonstrated success as a soccer coach, preferably at the head coach, and senior amateur or post-secondary level, is required.
- Canadian National B or equivalent coaching certification or equivalent experience preferred; provincial and/or national coaching experience is an asset.
- Outstanding character, integrity, passion, and a commitment to excellence.
- Demonstrated commitment to ongoing coaching professional development.
- Willingness and ability to work flexible hours, including evenings and weekends.
- Experience working in an academic setting is an asset.
- Ability to lead, inspire, and motivate a high-performance team.
- Strong ability to build respectful and collaborative relationships with student-athletes, peers, and stakeholders.
- Sensitivity to the needs of a diverse student-athlete population.
- Excellent written, verbal, and presentation skills, with strong technical soccer knowledge.
- Demonstrated commitment to equity, diversity, and inclusion.
- Ability to set medium- and long-term goals for program growth.
- Strong leadership and interpersonal skills; able to work effectively within a team environment.
- Ability to manage multiple tasks and meet deadlines in a fast-paced environment.



- Experience in budget planning and financial oversight.
- Strong creative thinking and problem-solving abilities.
- Ability to mentor, motivate, and support student-athletes while fostering a positive learning environment.
- Ability to recognize and respond to the individual needs of student-athletes.
- Valid driver's license and willingness to travel as required
- Successful completion of a Criminal Records Check, including vulnerable sector screening, is required.

**Salary Scale:     \$53,000 (CAD) annually**

**To apply for this position, please submit a resume and cover letter [HERE](#) no later than 4:00 p.m. on Friday, January 9, 2026.**

Algoma University is strongly committed to fostering diversity and inclusivity within our community and is an equal-opportunity employer. The university invites and encourages applications from all qualified individuals who would contribute to the further diversification of our Institution, including equity-deserving groups that are traditionally underrepresented in employment (Indigenous peoples, racialized persons, women, persons with disabilities, and 2SLGBTQQIPA+ persons).

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by Algoma University throughout the recruitment, selection, and/or assessment process to applicants with disabilities. Algoma University welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.