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## **Assistant Regional Product Director - Teams (Soccer)**

### **STEEL SPORTS**

Steel Sports is a Social Impact organization, located in ten (10) different regions from coast to coast. Our mission is to inspire youth to reach their potential, on and off the field, by developing them as athletes and people through the Steel Sports coaching system, “The Lasorda Way”. Through its “kids first” approach, Steel Sports is establishing the Steel standard in youth sports and coaching, forging the next generation of leaders by instilling Steel Sports’ core values: Teamwork, Respect, Integrity, and Commitment.

Steel Sports creates a positive youth sports experience – building character and teaching life lessons - for over 100,000 athletes each year. In addition to Steel Soccer, Steel Sports operates Team Steel Baseball and Softball at Lasorda Legacy Park. Steel Sports believes strongly in the impact of our coaches and invests regularly in their ongoing professional development and coach education. This role includes opportunities for optional travel and the ability to collaborate with other professional coaches across the country.

Sports Unify. Steel Sports is committed to supporting Inclusion, Diversity, Equity, Allyship, and Leadership in Sports. We strive to provide an experience that strengthens character, encourages servant leadership, and teaches life lessons through sport in ways that intentionally address dimensions of diversity including but not limited to age, race, sex, class, national origin, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences.

Please check out [www.steelsports.com](http://www.steelsports.com) to learn more about us!

### **STEEL PARTNERS**

Steel Partners, a global diversified holding company that owns and operates businesses, has significant interests in leading companies in various industries, including diversified industrial products, energy, defence, banking, insurance, food products and services, oilfield services, sports, training, education, and the entertainment and lifestyle industries.

As long-term investors, Steel Partners Holdings L.P. has focused on enhancing value through the implementation of operational excellence and corporate strategic restructuring programs, including the Steel Partners Operational Excellence Programs, the Steel Purchasing Council, the Steel IT Council, the Steel Environmental Health & Safety Council, the Steel Grow Talent Management system, Steel Corporate Services and the other components of the Steel Partners culture - what we call “The Steel Way.”

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### **THE ROLE**

The role of Assistant Soccer Teams Director has many different areas of impact within our soccer teams. The role will report to a Senior leader within the organization and will have direct interaction with personnel at all levels of the organization.

#### ***Advantages of working with Steel Sports***

- Flexible work environment and schedule.
- Our KIDS FIRST mentality welcomes the participation of your children in your team’s activities as applicable.



- Children of our Staff are welcome to participate in our youth programs at a Staff discounted rate.
- Insurance Benefits with additional plan options with wellness incentives.
- Competitive Salaries.
- Retirement Investments
- Paid time off.
- Team atmosphere.
- Professional Development beginning with the Foundations of Positive Coaching, in which will be provided to you at the start of your employment.

### **Requirements**

- Be responsible, flexible, hard-working, ethical, and committed to the mission and culture of Steel Sports.
- Successfully complete the application procedure and pass a background check.
- High school diploma or GED equivalent. Additional Associates or bachelor's degree in Sports Administration, Business Studies, or related field is preferred.
- Prior soccer playing or coaching experience.
- Minimum of 2-3 years experience working with school age children.
- Commitment to a diverse and inclusive culture.
- Work effectively with people of different backgrounds, abilities, opinions, and perceptions.
- Have a strong understanding of and proficiency with computer technology.
- Strong communication and interpersonal skills.
- Able to encounter challenges with a solution mindset and remain optimistic despite setbacks with program.
- Understanding of and ability to apply principles of quality youth development and programming.
- Has flexibility and adaptability in work style and in work environments.
- Can manage a dynamic "work" schedule with other jobs, personal responsibilities, school, etc.
- Able to meet deadlines and complete tasks/projects on-time.
- Ability to interface well with all departments at all levels both internally and externally.
- Ability to work with the appropriate sense of urgency and have a drive for results.
- Highly self-motivated, persistent, dependable and independent.
- Must be able to work in a fast-paced environment with demonstrated ability to juggle multiple competing tasks and demands.
- Must have knowledge of computer software applications in word processing, spreadsheets, database and presentation software (MSWord, Excel, SharePoint, PowerPoint, MS Outlook).
- All other projects as assigned.

### **Responsibilities**

#### **Financial**

- Work with our Product Director to plan, implement, and approve Steel Sports budgets during the budget planning process.
- Monitor and then execute the financial budgets of each individual team and the club at large.
- Oversee player registrations and fee collection.

#### **Assistant Teams Director and Coaches**

- Oversee all individual Head and Assistant Coaches.



- Work with all individual Head and Assistant Coaches to help maintain positive on and off-field results within their club.
- Coach three club teams
- Work with the VP of Player and Coach development to assure development of players and coaches,
- Liaise with Teams Director on National Programs.
- Attend an annual summit with all the Regional Teams Directors.
- Liaise with Teams Director regularly, either in person or remotely, to discuss agenda topics provided in advance.
- Plan and execute annual performance reviews with all individual Head and Assistant Coaches.
- Assist Teams Director with the hiring committee for all individual Head and Assistant Coaches

### **Business Development**

- Assist Teams Director with planning, implementing, and executing all sales, marketing, and advertising campaigns for the club.
- Devise new methods to market the club and to reach new potential families.
- Devise, implement, and execute plans to grow the current club and reach new families within our current geography.
- Identify clubs, directors, and coaches that are a cultural fit with Steel Sports.
- Work alongside the Social Impact Office to create new ideas and methods to integrate the Steel Sports mission, vision, and core values into everyday local Steel Sports.
- Represent Steel Sports locally at appropriate conferences and summits to highlight and grow Steel Sports in your local area.
- Assist Teams Director with developing, implementing, and executing fundraising events in association with the Social Impact Office.
- Host annual town hall events with families to gauge feedback to assess our team's product in your local region.
- Follow the Social Impact Office's recommended social impact plan for the local area.
- Assist Teams Director with developing a strategic short, medium, and long term plan for your local Steel Sports club.
- Assist Teams Director with determining what social media content is appropriate and that messaging to families is consistent and proper.
- Communicate specific programs and national initiatives directly to all families.
- Work with the Brand and Communication office to plan, implement, and maintain the club website.

### **Partnerships/Sponsorships**

- Work with Steel Sports partners to execute partnership activations currently in place.
- Assist with finding any local partnership/sponsorship from each club.
- Work with SVP, Teams to identify potential partners and/or sponsors.

### **Logistics**

- Establish best practices across all teams in the club
- Evaluate each team on an annual basis to determine club best practices and make sure they adhere to the national best practices.



- Utilize the universal operational materials specifically for the Teams product, including but not limited to financial templates, marketing templates, social media templates, club language, waivers.
- Oversee the scheduling of practices, leagues, and tournaments for all teams, with an emphasis on signature travel events.
- Plan and oversee the execution of tryouts to meet the needs for each season and lead the process of selection and placement of players onto teams
- Work with the VP of Teams to oversee equipment needs for the club.

#### **Uniforms**

- Oversee the operations of the uniform process according to national policies.

#### **Steel Sports Coaching System and Team Steel LTAD Plan**

- Foster a culture of continuous improvement amongst Steel Sports coaches and ensure all coaches are compliant with Steel Sports safety requirements and Steel Sports Coaching System requirements. Report compliance to Steel Sports VP of Teams.
- Oversee and support the Team Steel Coach Developer to assure the implementation of the Steel Sports Coaching System and Team Steel LTAD Plan.
- Co-Ordinate with coaches to ensure that expectations, rules, and schedules are effectively communicated to players and parents and that the core values and the LTAD are emphasized.
- Work with the VP of Player, Coach, and Curriculum Development to implement Steel Sports National rituals.

#### **Equal Employment Opportunity Employer**

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation and gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

#### **Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential function of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk and hear. The employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms.

The employee needs sufficient strength, agility, and mobility to perform essential functions and to supervise program activities in a wide variety of indoor and outdoor locations. While performing the duties of this job, the employee is regularly required to use a computer for extended periods of time and be able to communicate using a computer and phone/smart device

The employee must occasionally lift and/or move up to 35 pounds. Specific vision abilities required by this job include close vision, distance vision and the ability to adjust focus. The noise level in the work environment is usually moderate.