



## **USA of Indiana (USAI) - Director of Recreational Development**

**Position Type:** Seasonal Part-Time (Spring & Fall)

### **About USA of Indiana**

USA of Indiana (USAI) is committed to providing a positive, development-focused soccer experience for players of all levels. Our Recreational Program serves as the foundation of the club and plays a critical role in player development, retention, and long-term pathway growth across multiple community divisions.

### **Position Overview**

The Director of Recreational Development leads the coaching and developmental side of USAI's Recreational Program across the Pike, Hendricks, and Mooresville divisions.

Working in partnership with the recreational administrator who oversees registration, scheduling, and operational logistics. The Director of Recreational Development focuses on the on-field experience and is responsible for recruiting, preparing, and supporting volunteer coaches while ensuring consistency, quality, and alignment with USAI's player development pathway (Rec → Rising Stars → Travel).

As the entry point for most USAI families, the Recreational Program plays a critical role in long-term retention and Club culture. This is a hands-on, field-based leadership position dedicated to elevating coaching standards, strengthening the family experience, and building a clear, development-focused foundation across all divisions.

### **Key Responsibilities**

#### **Coach Recruitment, Education & Retention**

- Recruit and onboard volunteer recreational coaches
- Lead at least two pre-season, on-field coach education sessions
- Provide training on practice planning, session structure, and age-appropriate development
- Reinforce sideline behavior standards and risk management policies
- Implement coach feedback surveys and end-of-season evaluations
- Develop initiatives to improve volunteer coach retention and recognition

#### **Rec Academy Nights (Preseason, 4 nights)**

- Support and oversee Academy Nights
- Ensure Staffing and Session Quality

#### **In-Season Coaching Support**

- Attend recreational practice nights (Monday–Thursday)
- Provide real time, on-field mentorship and feedback
- Run mini player development clinics during practice sessions
- Monitor session quality, safety, and developmental alignment

### Game Days & Rec All Star Day

- Maintain visible leadership presence on Rec game days by visiting each game and coach
- Ensure coaching engagement and positive family experience
- Help start each game on time with the correct format of play

### Parent Education & Culture Support

- Lead one pre-season parent education session (virtual or in-person)
- Communicate and reinforce sideline behavior expectations
- Support conflict resolution when needed in coordination with Club leadership

### Player Development & Pathway Alignment

- Identify players ready for Rising Stars and Travel opportunities
- Maintain internal tracking of identified players
- Provide structured end-of-season pathway recommendations
- Serve as liaison between Recreational and Competitive programs

### Program Evaluation & Reporting

- Provide an end-of-season program summary report to Executive Director
- Track retention trends and Rec → Rising Stars → Travel movement
- Recommend structural improvements for future seasons

### Qualifications

- Strong soccer background (playing and/or coaching)
- Experience mentoring youth or volunteer coaches
- Confident leading on-field sessions and group instruction
- Strong communication and organizational skills
- Ability to work evenings and weekends during season
- Alignment with USAI's culture, mission, and player development philosophy
- Spanish fluency is a strong plus

### **Time Commitment**

Approximately 160 hours per season  
(Spring and Fall seasons)

### **Compensation**

\$4,000–\$5,000 per season  
(based on experience and qualifications)

### **To Apply**

Interested candidates should submit a resume and brief letter of interest to:

Matthew Schlake  
Matt@USAofIndiana.org