



Columbia Premier Soccer Club
1500 NE 192nd Ave.
www.columbiapremier.com

DEVELOPMENT

RESPECT

OPPORTUNITY

COMMUNITY

FUN

Job Announcement: Technical Director

Deadline: November 21, 2026

Columbia Premier Soccer Club (CPSC) is Southwest Washington's largest and most established youth soccer program, located directly across the Columbia River from Portland, Oregon. CPSC currently serves 1,200 competitive players and more than 1,750 recreational players. Its connected pathway extends from U5 recreational soccer through Junior Academy, Academy and national competition, including Girls Academy and Boys ECNL, as well as camps, tournaments and college-recruitment support.

CPSC pairs the scale of its programming with exceptional soccer infrastructure. The Club's home at Harmony Sports Complex includes four lighted turf fields that support year-round and evening play, while additional training locations extend CPSC's reach across the greater Vancouver community. This combination of strong programs, extensive facilities and an experienced technical staff gives the next Technical Director a unique opportunity to shape player, coach and team development across an entire club pathway.

CPSC is entering a new phase under General Manager Doug Homer. Doug brings more than 30 years of experience in youth development, sports management and organizational leadership, including leading DC Stoddert Soccer and directing large-scale sports programming, including soccer and futsal programming at The St. James flagship in northern Virginia. Recruiting the Technical Director is a cornerstone of his vision to build on CPSC's strengths and establish the Club as a program of excellence. The successful candidate will report to a General Manager who understands the technical side of the game, values clear decision-making authority and is committed to giving the Technical Director the support and organizational platform to lead.

Summary

CPSC seeks a Technical Director to serve as the Club's senior soccer leader. Reporting to the General Manager, the Technical Director will define and implement CPSC's soccer identity, player-development pathway, curriculum framework, coaching system and competitive structure across recreational and high-performance programs. The role holds final technical authority over curriculum, player placement, tryouts, team formation, coach assignments and league placement.

This is a club-scale leadership position whereas the Technical Director will lead through Age Group Directors and help to develop those leaders, set clear standards, evaluate implementation and stay meaningfully connected to the field. Coaches report to Age Group Directors, who are the first-line technical supervisors.

Responsibilities

Technical Direction and Player Pathway: Establish, communicate and continually improve a coherent club-wide playing philosophy, curriculum and strategic youth player development pathway. Set age and level appropriate outcomes and methods of evaluation and support. Maintain final authority over player evaluation and placement, tryouts, team formation and league placement.

Building Understanding Across Stakeholders: A successful technical director will be responsible for communicating 'upwards' within the club's leadership structure. A measure of success will include how the technical director develops a close working relationship with the general manager and members of the club's Board of Directors as well as the larger club membership. The candidate should possess demonstrated experience in providing strong leadership to all stakeholders of the game of soccer (Board members, coaches, players, parents, administration).

Director and Coach Leadership: Set goals and expectations for Age Group Directors and evaluate their results. Select and hire coaches within approved budgets and compensation guidelines, determine coach assignments, and build a consistent system for onboarding, education, mentoring, observation, feedback and succession. Address performance concerns promptly and recommend formal personnel actions to the General Manager for approval.

Player Evaluation and Competitive Structure: Design fair, well-organized and understandable evaluation and placement processes. Create meaningful movement and development opportunities for players, and balance long-term development,

competitive performance, team viability and retention. Age Group Directors recommend league participation and agreements for Technical Director approval.

Program Leadership: Oversee the technical quality and alignment of recreational soccer, Junior Academy, Academy and national programs, college recruitment, tournaments, camps, clinics and related offerings. Represent CPSC on technical matters with leagues, governing bodies and soccer partners. Work closely with operations and facilities team members to ensure that all systems and methods support strong program delivery and achieve organizational priorities.

Planning, Budgets and Resources: Develop the annual technical budget with meaningful participation from Age Group Directors responsible for each program. Hold Age Group Directors accountable for tracking program budgets and explaining material variances. Prepare staffing plans and allocate coaching, field, equipment, education and program resources within approved budgets.

Communication, Culture and Player Welfare: Communicate standards, decisions and significant changes clearly. Build a professional culture that combines shared standards, sound judgment and appropriate autonomy. Maintain effective communication and escalation through directors, coaches and team managers; develop constructive relationships with players and families; and ensure compliance with CPSC policies and procedures, U.S. Center for Safe Sport, MAAPP and other relevant governing-body requirements.

Requirements

- Demonstrated senior technical leadership in a large youth soccer club, professional club or youth Academy, National Team or a comparably complex player-development environment.
- A record of developing players, coaches, directors, teams and programs across multiple ages and competitive levels.
- Experience leading adults, making staffing decisions, managing performance concerns and building a high performing, leadership team that achieves excellence in all phases of the club's operations.
- Ability to design and implement a club-wide, long-term athletic development philosophy, curriculum framework, coach-development system and player pathway.
- Strong knowledge of the U.S. youth soccer environment, including leagues, governing bodies, player identification, competition structures and college-recruitment pathways.

- Experience developing program plans and budgets, together with clear communication, sound judgment, emotional intelligence and the ability to resolve conflict.
- Commitment to player welfare, equitable treatment, professional conduct and a development-centered culture; ability to satisfy required background screening and player-safety requirements.

Preferred qualifications include an advanced national coaching credential—such as a U.S. Soccer A License, Academy Director License, Elite Formation Coaching License, UEFA A or B license credential or comparable qualification—and experience leading both in high-performing programs and services. A Bachelor and/or Master’s degree or diploma in sports management, education, coaching or sports performance is also highly valued.

Work Environment and Compensation

This is a full-time, exempt position based in Vancouver, Washington. It requires regular in-person and on-field work, including evenings and weekends, plus travel for competitions, league meetings, recruiting and Club responsibilities.

Compensation

Salary range: \$120K-\$140K plus performance bonuses.

Benefits:

- Paid Vacation: Three (3) weeks per year
- Paid Sick Leave: Accrued at a rate of 1 hour per 40 hours worked
- Healthcare: \$500 per month contributed to a Health Reimbursement Account (HRA)
- Apparel: Club apparel provided annually
- Professional Development, as approved by General Manager
- Home office expenses reimbursed
- Relocation Expense reimbursement

CPSC is committed to creating a positive and inclusive soccer environment that supports player development, coaching excellence, and community engagement. We welcome applicants who are passionate about growing the game and developing athletes both on and off the field.

How to Apply

Submit a cover letter and resume to TD_Recruitment@columbiapremier.com by FRIDAY, NOVEMBER 21, 2026. All applicants will receive a response email confirming receipt. Applications will be reviewed on a rolling basis until the position is filled.

CPSC is an equal opportunity employer. Employment decisions are made without unlawful discrimination based on any status protected by applicable law.