POSITION: Hockey Director

REPORTING RELATIONSHIP: Executive Director

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LOCATION: Winnetka, IL

Refer all inquiries to:

Mitch Ornstein
Managing Director
Comhar Partners
300 South Wacker Drive Suite 201
Mobile: +1-(612) 810-9449
Office: +1-(312) 313-8464
mornstein@comharppartners.com
ORGANIZATION OVERVIEW

Winnetka has a long and rich history with ice hockey dating back to the 1930’s when the game was played exclusively outdoors. Throughout the years, and upon the formation of a club in 1972 when a group of residents raised enough money to build an indoor rink, Winnetka hockey has been a leader and advocate for the great game of hockey in Illinois and beyond.

The Winnetka Hockey Club draws from the communities of Winnetka, Glencoe, Northfield and Kenilworth, which total only 25,000 residents, yet throughout the years the Club has won state championships at all youth hockey levels and feeds into New Trier High School, the preeminent high school program in Illinois and the surrounding states. New Trier has won six of the previous eight State titles with over 80% of those kids coming from the Winnetka Hockey Club. The Club has over 30 alumni who have played collegiately and professionally, including an Olympic Champion, a Stanley Cup Champion, and a former first round NHL draft pick still active with the Boston Bruins.

The Club boasts some of the largest participation numbers in the state and has travel teams competing at all levels, plus one of the largest house/development programs in youth hockey. Additionally, WHC has two main indoor sheets of ice plus a studio rink, and during the winter season utilizes two outdoor facilities: Gullen’s Pond, a refrigerated rink at the Winnetka Ice Arena hosting daily youth rat hockey games; and Watts Ice Center, a truly unique outdoor experience which has two refrigerated rinks, one main and one studio. Lateral Edge is based at Northshore Ice Arena, one of the facilities jointly owned by the Club.

Over the past several months The Club has made significant investments, including hiring an outside firm, to help develop a five year strategic plan that aligns with WHC’s Mission, Vision, and Values.

The Club now seeks a Hockey Director to carry on the traditions of Winnetka Hockey as a community program while building a culture of people and player development to compete in Tier II hockey in Illinois.

POSITION OVERVIEW

The Hockey Director will serve the members of the Winnetka Hockey Club and follow the directives of the Executive Director and the Board of Directors to provide quality training and skill development for the member hockey players and coaches. In order to achieve this mission, the WHC Hockey Director will work with all WHC coaches and participants, providing off and on ice supervision and management of all WHC hockey programs.

The Hockey Director is the face and voice of the Club as it pertains to all hockey operations. As a Tier II Club the WHC aims to serve all players and all abilities in our community and program. The aim of the Club is to have a Hockey Director who can build a foundational development curriculum that allows for each child to get the most out of the game relative to their goals and abilities. Important to this mission will be the ability to hire and develop coaches throughout the program and promote participation within the community.
ROLE & RESPONSIBILITIES

- Create and execute a Development Plan to ensure the goals of player and coach development are achieved in alignment with the Mission, Vision, and Values of the Club.
- Provide on-site supervision of hockey programs throughout hockey season. This includes travel, house, and developmental (MMDP/House Plus etc.) programs.
- Serve as the Association’s ADM Director and participate on a regular basis to assist teams and coaches.
- Ensure that all teams are staffed with at least one Head Coach and an assistant. The Hockey Director will attend and assist at all practices when there are not two coaches on the ice.
- Monitor player development throughout WHC.
- Oversee the travel team tryout process for all levels.
- Oversee weekly skills/goaltending clinics during the fall/winter season. This includes the hiring of skills coaches and establishing contracts for outside independent contractors.
- Oversee weekly skills/goaltender clinics to the membership during the spring season.
- Conduct two (2) on-ice skills sessions weekly from October-March on Saturdays with our House League.
- Oversee the spring travel hockey program. This will include hiring coaches for all teams, establishing program content, and manage and be on the ice for all Spring Mite travel sessions.
- The Director will have regular office hours twice weekly during the day of at least four hours per day during the regular season from September-March.
- Attend all WHC Board meetings as well as all relevant committee meetings, relevant league and state (AHAI) meetings.
- Conduct bi-weekly conference calls with all coaches to update on all WHC matters and receive feedback on teams.
- Generate short and long term goals for hockey program growth and improvement.
- Participate in long range planning and development of WHC hockey programs.
- Provide mid-season and end of season coaching evaluations to the Travel Director.
- Implement ongoing education and training programs for coaches and conduct coaches meeting once a month for all head coaches.
- Help to maintain and promote respect, discipline, effort, teamwork and excellence within the WHC, both on and off the ice.
- Conduct pre-season parent meetings to discuss WHC philosophies and goals (age specific skills, playing time, practice/game ratio, number of games and tournaments).
- Provide input and guidance on team composition, practice/game ratio, number of games, league participation and tournament participation based on WHC philosophies and goals.
- Perform other duties typically required of a Hockey Director of a youth organization.

PEOPLE LEADERSHIP

- Hire, train, mentor and monitor adherence to the coaching curriculum all full-season travel Hockey Coaches. This includes both Head Coaches and Assistant coaches.
- Coach two (2) WHC fall/winter travel teams on an as needed basis.
• Hire, train, and oversee all developmental team (MMDP, House Plus, and House Select) coaches at least one month prior to the start of the programs.
• Effectively communicate with all stakeholders including coaches, staff, players, parents, fans, media and community members.

**QUALIFICATIONS**

• USA Hockey Coaching Certification - Level 4 or higher.
• Extensive playing experience at the junior, college or professional level.
• Head Coaching Experience at Bantam and High School age levels (or above).
• Extensive experience with operating age appropriate hockey skills sessions/clinics from Mites through Bantams.
• Knowledge of ADM Model and ability to establish age appropriate skills development programs in line with USA Hockey ADM Model.
• Possess the appropriate certification to conduct USA Hockey Coaching Education Program (CEP) to conduct training sessions to our House League coaches.

**CRITICAL COMPETENCIES FOR SUCCESS**

• **Strategic Agility** – The Hockey Director must not only direct the operations of the WHC but must be aware of all trends related to player development and coaching techniques. The Hockey Director should also have a presence and awareness at the league (NIHL/CSDHL), association (AHAI), and member level (USA Hockey/AAU) in order to bring innovation to the Club.

• **Results-Oriented** – The Hockey Director must be able to not only develop and implement a player development curriculum, but also operationalize it throughout the Club at all levels. There should be consistency throughout the age groups and skill levels. The Hockey Director should be someone who thrives in setting goals, being measured and rewarded for attaining those goals, and holds themselves and the staff accountable.

• **Communication** – This individual should possess very strong communication and persuasion skills, partnering with the Executive Director and Board. He or she should be comfortable, articulate, and dynamic in front of both external and internal audiences including players, parents, coaches, the local community and the general hockey community. The Hockey Director will be direct, candid and possess strong conflict resolution skills.

• **Perspective** – This individual will provide perspective of community and to assist in guiding the Club in new directions aligned with the Mission/Vision/Values. A perspective of youth sports in general and hockey specifically, combined with the necessary structure of people and player development, will help guide this person’s success. Understanding the community and all stakeholders in conjunction with the Club’s purpose is also critical to success. This keen perspective should be presented with patience and guidance rather than authoritative.