

NCDC Chicago Head Coach – Junior Hockey Program (Club Name TBA)

Position Type: Full-Time

Level: NCDC Tier II

Location: Chicagoland Suburbs - home rink location TBD

Reports To: Governor

Leadership Structure: Head Coach and General Manager operate as equals, both reporting directly to the Governor

Role Overview

We are seeking a high-level junior hockey coach to lead our new NCDC program on the ice and in the locker room. This position is a senior hockey-operations role. The Head Coach and General Manager will work as true partners, each with defined authority, and both report directly to the Governor.

This role is for a coach who understands what it takes to build a team, recruit the right players, create a hard, accountable culture, and compete every night in a demanding junior league.

Decision-Making Authority (Clear Lines)

- **Head Coach has final authority on:**
 - On-ice systems, structure, and style of play
 - Practice planning, game management, and lineups
 - Player usage, roles, ice time, and in-game decisions
 - Locker room standards, discipline, and culture
- Roster decisions (recruiting, commitments, releases, trades) are collaborative between the Head Coach and General Manager and must remain within the approved budget. In the event of disagreement on

roster or operational matters, the issue will be elevated to the Governor, whose decision is final.

Core Responsibilities

Team Leadership & Culture

- Set the identity of the team on and off the ice.
- Build a competitive, accountable locker room culture rooted in work ethic, professionalism, and team-first standards.
- Hold players to clear expectations every day — practice, games, travel, and community.

Coaching & On-Ice Operations

- Run all NCDC practices, games, and team hockey operations.
- Install and manage systems that translate to wins and player advancement.
- Prepare the team to compete nightly in a physical, fast, and structured league.

Recruiting & Scouting

- Lead recruiting efforts to build a competitive roster within budget.
- Scout extensively at junior, prep, high school, midget, and youth levels.
- Commit to significant travel, including international scouting trips to Europe.
- Maintain detailed evaluations and recruiting reports.

Organizational Alignment

- Work closely with the General Manager on roster construction and long-term planning.
- Collaborate with Premier teams under the organization's umbrella.

- Work with USPHL Premier Teams under umbrella and support them as much as possible through full open communication, attending Premier practices at least twice per month to evaluate players, support staff, and align development philosophy.

Player Development

- Develop players for advancement to college hockey and higher junior levels.
- Communicate directly and honestly with players about roles, expectations, and progression.
- Support players' growth on the ice, in the weight room, and as young men.

Spring & Summer Programs

- Help build, staff, and run spring and summer junior programs, camps, and training sessions.
- Use off-season programs as a key pipeline for recruiting and development.

Community Representation

- Be visible and engaged in the local community.
- Coordinate and participate in team appearances, events, and outreach.
- Represent the organization professionally at league events and within the hockey community.

Ideal Candidate

- Proven junior hockey coaching and recruiting experience (NCDC, USPHL, NAHL, NA3, EHL, or similar).
- Strong understanding of roster building, budgets, and player evaluation.
- Confident leader who commands a room and earns player buy-in.
- Willing to fully commit to the demands of junior hockey, including heavy travel.

- Organized, competitive, and detail-oriented.
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Commitment Level

This is a **full-time, all-in position**. Nights, weekends, holidays, long road trips, and extended scouting travel are part of the job. This role is not suited for part-time or split-focus candidates.

Application

Interested candidates should submit to Pete@GoBigHockey.com:

- Resume
- Coaching and recruiting background
- Brief statement outlining coaching philosophy and approach to building a team