



Director of Coaching (DOC)

Type: Full time

Location: TLH Reckoning – Tallahassee, Florida

Salary: Commensurate with experience (W2)

About TLH Reckoning

TLH Reckoning is a mission-driven, all-girls and women's soccer club based in Tallahassee, Florida. Entering our third full-time year as a youth academy, we have established a strong foundation and are now focused on intentional growth, deeper community impact, and elevated player development.

Our mission is simple: develop female athletes and expand opportunities in the women's game, from grassroots through professional pathways.

Learn more at www.threckoning.com.

Learn more of who you will be working for/with <http://www.linkedin.com/afontesc>

Position Overview

TLH Reckoning is seeking a passionate and experienced Director of Coaching (DOC) to lead the next phase of our growth.

This is a unique opportunity to step into a club with momentum and build upon an existing foundation, elevating our development model, strengthening our coaching staff, and expanding our grassroots reach, while keeping player development at the center of everything we do.

The DOC will serve as the technical and cultural leader of the academy, working closely with club leadership to elevate standards, unify methodology, and grow the club's footprint in the Tallahassee community and Southeast region.

Key Responsibilities *(all the below would be done alongside Dr. Ashlee Fontes, CEO)*

This position requires strong technical knowledge of soccer, demonstrated experience coaching development, proficiency in leading high-performing teams, and the discipline to hold staff accountable to established standards and performance metrics. The DOC is tasked with advancing player growth, strengthening TLH Reckoning's existing player base, and ensuring a cohesive, development-focused playing environment. Success in this role requires excellent interpersonal, written, and oral communication skills; effective public-speaking capabilities; and the capacity to work effectively with parents and resolve conflict professionally. The DOC



should be comfortable representing the club publicly and working closely with families, staff, and community partners. This position follows a non-traditional schedule, including daytime hours, evenings, weekends, some holidays, and occasional travel, and involves regular outdoor work. Opportunities for future advancement are available.

Player Development & Coaching

- Youth Academy: Coach 1-2 teams
- Youth Academy: Attend all tournaments and game play events.
- Youth Academy: Attend, lead, and manage training sessions and programming
- Youth Academy: Actively participate and manage the college recruiting process.
- Creatively utilize resources in Tallahassee to acquire support need for programming – ex. building a learning library, analytics, high performance
- Participate in the USL W league team: coach, manage, develop players. And much more.

Staff Development & Coaching Leadership

- Build and maintain a strong, qualified coaching staff across all club programs by fostering an environment where coaches are challenged, supported, and recognized for their commitment to the club's vision, culture, and player development philosophy.
- Provide the technical leadership necessary to guide and mentor coaches, drawing on a strong soccer background and advanced coaching education.
- Plan and deliver internal and external professional development opportunities for coaches at all levels.
- Ensure all coaches understand and can effectively teach the club's Game Model, training methodology, and curriculum.
- Meet with coaches monthly to provide guidance, feedback, and alignment.
- Provide written evaluations to coaching staff annually (and semi-annually where required).
- Support the onboarding, development, and evaluation processes that establish clear standards and expectations for coaches.
- Assist in hiring, recommending adjustments to staffing, and making termination recommendations (subject to Board approval).

Culture & Club Identity

- Help develop and reinforce a club-wide culture rooted in shared behaviors, values, standards, and expectations that support long-term success for players, coaches, and families.
- Ensure the club's vision, mission, and core values are consistently reflected in the conduct of staff, players, and parents.
- Promote a positive, collaborative environment across all campuses and programs.



- Maintain strong, open communication and positive relationships with the Board, Directors, coaching staff, team managers, parents, players, and the broader community.

Program Oversight & Soccer Operations

- Oversee all soccer programs across assigned campuses, ensuring alignment with the club's Game Model, methodology, and technical direction.
- Provide leadership in the guidance, development, and evaluation of coaching staff.
- Work collaboratively with the club leadership (Dr. Fontes), and other club authorities on:
 - Player development programming
 - Camps and clinics
 - Club tournaments
 - Recruitment and retention initiatives
- Enhance and implement the club's coaching education program using a blend of classroom curriculum and on-field application.
- Establish and manage an effective player selection process for tryouts; coordinate and oversee tryouts for all age groups and locations.
- Develop and manage team training schedules in coordination with age-group and campus coordinators.
- Support, lead, and manage the establishment of hosting events to include but not limited to College ID clinics, futsal league, futsal tournament, small-sided tournament.
- Ensure all players receive annual evaluations.

Off-Field & Administrative Responsibilities

- While the DOC's primary focus is soccer leadership, collaboration with staff and volunteers is essential to executing the club's overall vision, culture, and long term strategic plan.
- Key administrative responsibilities include:
 - Advise and assist in implementing the club's vision and strategic plan.
 - Maintain and update all player and coach development documents.
 - Review each program annually to identify opportunities for improvement.
 - Assist in developing and managing budgets related to coaching, training, and equipment.
 - Lead the design and delivery of parent education programs, meetings, and resources.
 - Support efforts to increase registration across all club programs.
 - Promote the club within the community, including schools, civic groups, and youth organizations.
 - Plan, organize, and execute assigned process or infrastructure development projects (e.g., documentation, guides, systems that improve player and coach development).



- Oversee and help run the club's two annual tournaments.
- Attend Board meetings as requested and provide a monthly technical report.
- Serve as TLH Reckoning's representative at league meetings and lead meetings when necessary.
- Schedule training and game play with facility partners – and coordinate with teams.
- Assist in the development of the annual club budget.
- Participate in long-term infrastructure improvement efforts during off.
- Perform other duties as assigned by the Dr. Fontes or BOD.

What We're Looking For

Qualifications

- 15+ years of coaching experience (youth club experience required)
- Previous leadership experience (Director, Technical Lead, or similar)
- USSF B License minimum (A License preferred) or equivalent
- Strong understanding of player development, especially within the women's game
- Two (2) years of experience as a collegiate or professional player.

Key Attributes

- Strong leader who can develop coaches and build culture
- Passionate about girls and women's soccer
- Organized, communicative, and relationship-driven
- Comfortable working in a growing club environment
- Hands-on and present on the field

Schedule & Requirements

- Full-time, year-round position
- Evenings, weekends, and travel required
- Background check and SafeSport certification required

Club Representation

- Act as an ambassador for the club, promoting a culture of inclusivity and positivity.
- Participate in club events, such as tournaments, tryouts, and community outreach programs.
- Represent the club professionally in interactions with players, parents, and external stakeholders.



WHY JOIN TLH RECKONING

- Opportunity to help shape a growing, purpose-driven club
- Be part of building a complete girls-to-professional pathway
- Work in a collaborative and ambitious environment
- Make a lasting impact on female athletes and the local community

HOW TO APPLY

- Interested candidates should submit a resume, cover letter, and coaching certifications to the TLH Reckoning at info@tlhreckoning.com - subject line [first/last name + Director of Coaching].

TLH Reckoning is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply.
