



Professional Referee Organization



PRO POSITION DESCRIPTION

Job Title: Director of Sports Science

Reports to: General Manager

Role Purpose:

Responsible to the General Manager, the Director of Sports Science will have the key task of overseeing all aspects of Sports Science activity related to PRO's primary function of providing officiating services to the professional soccer leagues in North America.

Working contacts:

General Manager, Chief Operating Officer, Director of Senior Match Officials, Director of Development Match Officials, Manager of Senior Referees, Manager of Senior Assistant Referees, Manager of Coaching, Education & Evaluation, Financial Controller, Manager of Human Resources, PRO administration staff, active match officials

Main Responsibilities and Tasks include but are not limited to:

The Director of Sports Science will have overall responsibility for the physical preparation of match officials assigned by PRO to games at various levels. This person will manage and supervise a team of staff who will co-ordinate the provision of training programs, fitness testing, injury prevention and injury rehabilitation. This person will also facilitate the provision of other Sports Science inputs, such as nutrition, sports psychology etc, and will ensure all Sports Science inputs contribute to the strategic aims of the organization.

This will include:

1. Being responsible for the physical preparation of all PRO match officials through the creation and maintenance of high-quality training plans, creation and implementation of physical training sessions at in-person camps, and by providing relevant guidance to match officials on all aspects of training, fitness and injury prevention.
2. Providing management of, and first-line supervision for, staff and contractors who form the PRO Sports Science team. Effectively and efficiently managing the department's budget and finances
3. Overseeing the organization and implementation of required fitness testing
4. Overseeing the creation and implementation of an injury rehabilitation program, researching and recommending the use of specialists where necessary
5. Undertaking and leading all sports science related research and innovation activity focused on the development of PRO match officials and staff
6. Advising the PRO General Manager on all matters relating to fitness training compliance, fitness levels and well-being of match officials, the status of injuries and how such matters impact the assignment of match officials. Creating reports periodically to provide a written record of such information
7. Performing a key role in the PRO Operational Management Team
8. Representing and promoting the best interests of PRO at all times

Key Objectives

- 1. Being responsible for the physical preparation of all PRO match officials through the creation and maintenance of high-quality training plans, creation and implementation of physical training sessions at in-person camps, and by providing relevant guidance to match officials on all aspects of training, fitness and injury prevention.**
 - Be available to offer one to one advice and guidance to all PRO match officials on all fitness related issues
 - Provide individual training plans for PRO match officials as may be required, while taking into account match and traveling schedules
 - In collaboration with the Director of Senior Match Officials and the Manager of Coaching, Education & Evaluation, assist in the preparation of the agenda for forthcoming PRO Camps
 - Attend PRO camps and create training content relevant to physical preparation and performance. Personally deliver such material where necessary
 - Manage training sessions and the analysis of heart rates and other technical data, providing feedback to individual officials
 - Be aware of/identify emerging trends and ensure they are addressed by the current physical training programs
 - Be aware of best practice globally
- 2. Providing management of, and first-line supervision for, staff and contractors who form the PRO Sports Science team. Effectively and efficiently managing the department's budget and finances**
 - Set individual and team performance goals for the Sports Science team
 - Provide regular performance reviews for members of the Sports Science team
 - Adhere to PRO's purchase and expense reporting policies and procedures
 - Provide equipment purchase recommendations to the General Manager
 - Manage activities of the Sports Science team within the annually agreed budget allocation
- 3. Overseeing the organization and implementation of required fitness testing**
 - Facilitate regular fitness testing for PRO match officials
 - Ensure a consistent approach to fitness testing in-line with FIFA recommendations and standards. Have overall responsibility for quality control in fitness testing
- 4. Overseeing the creation and implementation of an injury rehabilitation program, researching and recommending the use of specialists where necessary**
- 5. Undertaking and leading all sports science related research and innovation activity focused on the development of PRO match officials and staff**
 - Undertake independent research and innovation for the benefit of PRO match officials
 - Provide PRO match officials, coaches and support staff with education on sports science developments of relevance to their job performance
- 6. Advising the PRO General Manager on all matters relating to fitness training compliance, fitness levels and well-being of match officials, the status of injuries and how such matters impact the assignment of match officials. Creating reports periodically to provide a written record of such information**

- Advise the PRO General Manager on possible changes to fitness testing methods and thresholds
- Update the PRO General Manager on the progress of any injured match officials
- Regularly provide feedback to the PRO General Manager on the quality and frequency of PRO match officials' training
- Provide analysis of match physical performance data and associated trends, and submit relevant reports to the PRO General Manager

7. Performing a key role in the PRO Operational Management Team

- Attend (virtually if necessary) PRO Operational Management meetings and other such meetings as and when required
- Play an active part in the weekly MLS assigning meeting, providing relevant Sports Science-related input

8. Representing and promoting the best interests of PRO at all times

Personal Specifications (skills / experience / attributes / qualifications)

Essential:

- B.S. Degree and/or M.S. Degree from an accredited college or university
- 5+ years of direct experience as a sports physiologist or fitness coach with relevant qualifications
- Evidence of continuing professional development
- Frequent travel primarily within the U.S.
- Excellent communication skills – written and verbal
- Highly motivated and creative individual able to work unsupervised
- Able to form and take an active part in effective teams
- Capable of influencing a diverse set of stakeholders including interns
- Excellent leadership and management qualities
- Excellent decision-making abilities
- Excellent interpersonal skills
- Excellent administration, financial and IT skills (Excel, Word, PowerPoint and other relevant software)

Desirable:

- Knowledge and understanding of the game of soccer
- Prior experience working directly with sports officials
- Accreditation with relevant organization (e.g., NSCA, ACSM, BASES)
- Previous experience as head of a sports science department