

MAP Hockey — Lead Instructor (On-Ice Player Development)

Location: Blaine, Minnesota

Compensation: \$45,000–\$55,000 per year + bonus + health benefits

Employment Type: Full-Time

Minimum Experience: Mid-Level

Department: Skater Development

About MAP Hockey

MAP Hockey has been an industry leader in elite player development for **over 20 years**, training thousands of athletes from youth to pros. As part of a larger performance ecosystem that includes FHIT Hockey, MEGA Goaltending, and Dark Horse Performance Strength, MAP coaches operate inside a collaborative environment surrounded by specialists in skating, shooting, hockey IQ, strength and conditioning, and goaltending.

Our mission is simple: **Develop great players by developing great people.**

If you want to coach in a place where hockey excellence meets strong culture — MAP is that place.

★ Why MAP Is the Best Place to Coach

- **Elite Training Environment:** Work daily with players ranging from youth to high-end HS, junior, college, and pro athletes.
- **World-Class Facilities:** Full access to on-ice training centers, shooting areas, skills zones, and a complete off-ice performance gym.
- **Industry Experts Everywhere:** Skate alongside specialists in strength, skating, IQ, player development, and goaltending.
- **Built-In Career Growth:** Many of our full-time coaches began as players or part-time coaches and built long careers with us.
- **Stability & Opportunity:** MAP is expanding, and we invest heavily in coaching development, progression, and long-term careers.

This is not “just a coaching job.”
It’s a professional runway.

Job Summary

The **Lead Instructor** is responsible for delivering high-level on-ice and off-ice skill development to athletes of all ages. This includes designing practice plans, teaching technical skill progressions, evaluating athletes, providing player feedback, and representing MAP Hockey with the highest level of professionalism.

The Lead Instructor also mentors part-time staff and helps grow the program through player evaluations, communication, and relationship building.

Core Responsibilities

On-Ice & Off-Ice Instruction

- Create age-appropriate practice plans and skill progressions.
- Lead on-ice sessions while managing staff and maintaining energy, clarity, and execution.
- Teach skating, puck handling, shooting mechanics, passing, scoring habits, and overall hockey IQ.
- Demonstrate skills on the ice.
- Run off-ice skills sessions (shooting, puck control, strength coordination).

Athlete Development & Evaluation

- Assess skill level and assign players to appropriate training groups.
- Monitor player development throughout the year and provide feedback.
- Conduct video IQ sessions with players.
- Communicate clearly with players and families regarding expectations and performance.

Program Growth & Leadership

- Recruit new athletes through evaluations and outreach.
 - Support MAP preview tournaments, holiday skates, and in-season association training partnerships.
 - Lead, mentor, and oversee part-time coaches.
 - Maintain a clean and safe facility.
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★ **MAP Company Culture & Core Values**

We believe great coaches create great experiences. Our culture is built around six core values:

- 1. Provide a 1st Class Experience**
- 2. Perform with Integrity**
- 3. Seek to Inspire — Every Kid Matters**
- 4. Improvement & Advancement (continuous growth)**
- 5. Be a Proactive Problem Solver — Get It Done**
- 6. Teamwork — Win Together, Lose Together, Grow Together**

If these values resonate with you, you'll fit in perfectly.

★ **Career Advancement Pathway**

MAP is built to be a long-term home for coaches. Many of our senior coaches have progressed from:

Player → Part-Time Coach → Full-Time Lead Instructor → Campus Director or Program Leader

This role provides stability, mentorship, and a long-term growth runway.

Required Qualifications (Must-Have)

- Played **or coached** at the **Minnesota High School level or higher** (AAA, juniors, college, or pro).

- Ability to run a full on-ice session with confidence, clarity, and strong communication.
 - Ability to **skate, demonstrate the skills your are teaching on the ice.**
 - Strong ability to connect with players and provide a 1st class coaching experience.
 - Ability to inspire, motivate, and build trust with athletes.
 - Basic computer/technology skills (email, Google Docs, video tools, iPad).
 - Must be legally eligible to work in the United States.
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Preferred (Nice-to-Have)

- Experience coaching AAA, junior, college, or pro athletes.
 - Strength and conditioning coaching experience.
 - Experience creating practice plans and skill progressions.
 - Experience working in a high-performance development environment.
 - Ability to evaluate players and provide constructive feedback.
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Compensation & Benefits

- **\$45,000–\$55,000 salary** (based on experience)
 - Performance-based bonus opportunities
 - Health benefits eligibility
 - PTO
 - Equipment discounts
 - Access to world-class training facilities
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Apply through Indeed or directly at:

<https://darkhorseathletics.bamboohr.com/careers>