



# Fargo Youth Hockey Association (FYHA)

## Hockey Director

### Position Summary

The Hockey Director is the leader of FYHA's on-ice experience, responsible for delivering high-quality hockey programming that reflects the organization's mission: to develop skilled athletes, strong character, and a lifelong love of the game. This role ensures that every player, coach, and family experiences a consistent, positive, and development-focused environment.

The Hockey Director is a full-time position with benefits, reports to the Executive Director and serves as the primary driver of hockey culture, standards, and growth within FYHA.

Responsibilities include, but are not limited to, the following:

---

## Core Responsibilities Aligned to Mission

### Developing Skilled Athletes

- Design and implement age-appropriate player development aligned with USA Hockey's American Development Model (ADM)
  - Lead all on-ice programming including practices, games, tryouts, and seasonal planning
  - Ensure consistency and quality across all levels through regular presence at practices and games
  - Provide coaches with structured practice plans, tools, and development resources
  - Oversee player evaluations and team formation processes
-

## **Building Strong Character**

- Set and uphold expectations for sportsmanship, accountability, and respect across all levels
  - Support coaches in managing player behavior and reinforcing team standards
  - Address and resolve conflicts (players, coaches, families) in a timely and professional manner
  - Model leadership that reflects FYHA's values and culture
- 

## **Supporting & Developing Coaches**

- Recruit, hire, and lead all coaches, coordinators, and development staff
  - Provide ongoing education, mentorship, and evaluation of coaching staff, including regularly scheduled coaches meetings
  - Ensure compliance with USA Hockey and affiliate requirements
  - Foster a positive, collaborative coaching environment focused on growth and accountability
- 

## **Creating a Positive Member Experience**

- Serve as a visible, approachable leader within the association
  - Communicate clearly and consistently with families, coaches, and staff (48-hour response standard)
  - Participate in parent meetings and organizational events
  - Ensure programming is delivered as promised and continuously improved
  - Schedule games & tournaments for all levels/teams in accordance with NDAHA and USA Hockey guidelines
- 

## **Growing the Game & Community Impact**

- Lead camps, clinics, and supplemental programming to enhance development opportunities
  - Support recruitment efforts and engage with entry-level players (Termite, Mite/8U, recreation)
  - Build relationships with local hockey partners, including schools and officials
  - Promote a culture that encourages long-term participation and love of hockey
-

## **Operational & Organizational Leadership**

- Ensure compliance with USA Hockey and affiliate standards
  - Oversee equipment and jersey needs, inventory, and coordination with Equipment Committee
  - Assist with administrative functions including coach onboarding and coordination
  - Attend NDAHA, USA Hockey meetings as necessary
  - Maintain a consistent organizational presence
- 

## **Professional Expectations**

- Strong leadership, communication, and organizational skills
  - High visibility and active engagement across all levels of FYHA
  - Commitment to excellence in player and coach development
- 

## **Requirements**

- Previous hockey coaching and programming experience
- Current USA hockey credentials
- Proven ability to deliver quality results in a dynamic environment
- Strong interpersonal, communication and time management skills
- Ability to work independently
- Ability to work seamlessly and collaboratively with various internal and external stakeholders
- Ability to work evenings and weekends, as well as travel when necessary

## **Compensation**

- Competitive salary based on experience & qualifications
- Full benefits package