



## **Coaching Selection process for VANCOUVER UNITED FC ("VanU") U11 -U18 Teams.**

VanU selects coaches based on the following process, principles and criteria. VanU:

- a) relies heavily on a candidate's prior years' coaching history at the Club.
- b) values our volunteers and the family experience so prefers to appoint suitable existing parent coaches over non-parent volunteer coaches; and
- c) prefers suitable co-coaches over individual coaches to include the greatest number of volunteers and the long term stability of that age group; and
- d) will try to place exceptional non-parent volunteer coaches with a team.

The selection criteria, in addition to meeting certification requirements and in no specific order of importance, include:

- a) strength of the candidate pool;
- b) previous relevant coaching experience;
- c) long term commitment;
- d) commitment to coach education;
- e) ability to teach the game and demonstrate technique; and
- f) assessment of candidate's on-field coaching by VPs and Technical Staff.

When there is a surplus of suitable coaches applying for the same division, coaches applying in multiple divisions may be required to choose a preference or be assigned to a division where there are fewer candidates.

Should VanU obtain the ability to host Metro or HPL teams, the parent coach model will not likely be preferred at those levels.

VanU encourages the development of female coaches and will make all reasonable efforts to develop and select suitable female coaches.

In early February coaching applications will be requested to identify the pool of potential coaches for the following season for each division. Anyone wishing to coach at the divisional level are expected to download an application from the VanU website, complete and submit it for the age group in which they wish to coach.

**Prior to Phase 3 Evaluations** (end of season on field player evaluations start about the end of February) all coaching applications will be reviewed by VanU technical staff. The list of applicants will be considered based on the above criteria in consultation with Vice Presidents of the related divisions to ensure transparency and adherence to this process.

Candidates will be notified **before phase 3 evaluations** that they are under consideration and that the decision will be made when player selections for their child's age and level have concluded. Any coach wishing to appeal a coaching selection may apply to the Chair of the Technical Committee ("TC") who will determine whether the selection process has been followed. Any such determination will be reported to the Board by the TC Chair.