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

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

1) Emphasis on a candidate's prior years' coaching history at the Club.
2) Values volunteers who have contributed to the long term stability of that age group
3) Prefers those who are open to co-coach environments recommended by the Technical Director
4) Will try to place exceptional non-parent volunteer coaches with a team.
5) Priority will be given to coaches who have already completed the Learn to Train (for those wanting to coach U11 or U12) and Soccer For Life (U13 to U18) courses. It is mandatory that coaches complete the course applicable for the age they plan to coach within six months of being selected as a coach if they have not already done so.

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. Experience coaching within the age group;
      d. Commitment to coach education;
      e. Ability to teach the game and demonstrate technique; and
      f. Assessment of candidate's on-field coaching by Technical Staff.

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 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.

Additionally, as per page 12 in the 2022 Evaluation Policies:

As part of the club's commitment to community and volunteers, parent coaches in good standing that have current experience within an age group from the past season that spans back at least one more season will be given

priority over non-parent volunteer coaches and other parent coaches to coach at the level their child is assessed to be at.

Moreover, coach selection will be tied into the club's "Game, Club, Community" ethos using these criteria.

Game:
- For those wanting to coach at U11: Do coaches support game formats at U9/10? Do they support the endorsed style of play in divisional soccer?
- Do coaches support the club's curriculum and use the practice plans provided to guide them through that curriculum?
- Do they make sure players experience all positions and roles on the team at the younger ages?
- Have they taken the appropriate, mandatory LTPD courses for the age they are coaching?

Club:
- Do coaches support and adhere to club policies, initiatives and programs?
- Do they abide by playing time policy?
- Do they work with staff as they deliver programs like VTS (VanU Team Support) and Friday Plus?
- Do coaches attend club meetings relevant for their age group and team?
- Do coaches support and adhere to the club's Tournament Policy and ensure all their players have the opportunity to participate in tournaments the team is entering?

Community:
- Are coaches supportive of our referees before, during and after games?
- Do they make legitimate attempts to mitigate blowouts, particularly at younger ages?
- Do they create an inclusive environment on their team where players feel valued and want to continue playing?
- Do coaches respect our neighbour clubs by not trying to entice, or have proxies entice, their players to leave and join the Club?
- Do coaches have the ability and willingness to deal with parent concerns?