



## **Coach Selection Policy 081120**

Anyone interested in coaching at any level is encouraged to do so by the club. As a volunteer organization we are grateful to all who are willing to devote their time to the club for the sake of the players. The club actively supports, encourages, and promotes the development and training of coaches through applicable courses and clinics. As well, the Technical Director, club executive and other volunteers are available to assist as required to help you with your coaching duties and organization.

Coaches are expected to participate in club coaching clinics and BCSA approved, age level specific coaching courses. It is the intent of the club that all coaches be qualified by BCSA as a coach at the appropriate age level (CCC, CCY, CCS). If pre-approved by the club treasurer, the club will reimburse coaches for the cost of these BCSA courses following their successful completion.

All parties interested in applying for a coaching position should apply in writing, using the coaching application form prior to the deadline as posted on the club website (usually sometime in February). Some teams have difficulty obtaining a coach for the year. For other teams, there may be multiple candidates.

Coaches are selected based upon interest expressed, previous involvement with the club, coaching experience, and coaching credentials. Coach assignments will be recommended by the Technical Director for final approval by the BOD.

For all coach selections, a Coach Selection Committee shall be formed including the Technical Director, Director of Player Services and any other appointees as recommended by the club president. This committee shall review candidates and, for U12 and up, conduct interviews as required

Evaluation criteria shall include:

- Coaching credentials, experience, and results;
- Previous experience playing soccer and other sports;
- Previous parent assessments;
- Any written praise or complaints to PSA Executive;
- Previous experience with children; and,
- The ranking of the coach's child, if applicable.

Coach assignments shall be recommended by the committee for final approval by the BOD.

Once approved for the role of head coach, the coach may select up to 2 assistant coaches and a manager for the upcoming season. These selections must also be approved by the BOD.