



Delta Coastal Selects – Intake Coach Appointment Process

Dear Regional Partner Clubs,

We are set to begin the process of selecting Delta Coastal Selects coaches for the **2017/18 FALL season** for the following teams only:

- **U13 Boys Intakes (2005)**
- **U13 Girls Intakes (2005)**

The estimated timeline for this process is as follows:

- October 24th - Application process opens
- October 31st - Application process closes
- November 1st - November 6th - Applications reviewed and Coach interviews (if required)
- November 7th - November 11th - Coaches selected and announced
- November 12th - April 1st - Scouting of players at training and games, discussions with club TD's, club coaches, and BCSPL coaches regarding potential players, etc.

Anyone interested in coaching one of the above teams should send an email and their soccer resume to Mark McQueen at mmcqueen@coastalfc.ca

Delta Coastal Selects U13 Intake Team (2005 born) Coach Selection and Appointment Information

As we open up the Delta Coastal Selects 2005 Intake coach application process for the **2017/2018 FALL season**, we would like to communicate with the partnership and applicants on how the coach appointment process operates.

We understand that coach appointments can often raise debates, opinions and questions around the process for selection. Therefore, in an attempt to minimize speculation around this process, it is very important that everyone understands how coaches will be evaluated and appointed.

Evaluation and potential selection of DCS Intake Coaches

The coach evaluation and selection process is comprised of previous years of observation and assessments by the Regional Partner Club Technical Staff, and will take into consideration the following coaching criteria in no particular order:

- Prioritizes Regional Partner Club programs over other soccer programs or academies
- Promotes and retains players for Regional Partner Club programming over other soccer programs or academies
- Coaching Ability



- Coaching Experience
- Coaching Qualifications
- Coaching Potential
- Code of Conduct
- Embraces Regional Partner Club philosophy and DCS philosophy
- Supports a club culture
- Knowledge and experience within the age group
- Is in good standing with the Partner Clubs and DCS
- Program Management
- Ability to relate/communicate with players, parents, and professional staff
- Attendance/Availability

Coach Appointments and Re-Appointments

Maintaining consistency for players and rewarding loyalty and commitment is something we believe is important when appointing or re-appointing coaches to DCS. DCS does not believe it to be in the best interests of the players to make a coaching change unless there is evidence to suggest there is good reason to do so.

Once appointed head coach of a DCS team, the incumbent will have the option to retain this role from year to year by re-applying for the position upon the call for coaching applications.

That said, there are circumstances that may lead to a coaching change. This may include but is not limited to:

- The incumbent does not prioritize, promote, or retain players for DCS and Regional Partner Programs over other soccer programs or academies
- The incumbent coach no longer wishes to continue
- The incumbent coach does not possess, or makes no attempt to gain the required minimum certification for the level they are coaching at
- Upon staff evaluation, the incumbent coach does not possess the knowledge and ability for the level they are coaching at
- Player/Parent feedback and player retention determines the incumbent coach does not have the support of the players/parent
- The incumbent coaches position is challenged by another coach and it is determined that a coaching change would be beneficial to the group

Sequence of Coach Appointments

Prior to appointing a coach to a DCS team, an evaluation of the coaches own child (assuming they have a child) is taken into consideration. Only when the technical staff is convinced the applicants child meets the necessary standard will the coach be appointed. As such, players do not automatically gain entry to a DCS team simply because their parent is a coach, assistant coach, or manager of that level.



Interviews - Coaching Positions with Multiple Applicants

As previously stated, coach evaluation is comprised of previous years of observation and assessments by the Regional Partner Club Technical Staff. The type of environment a coach provides, how they manage the program, member feedback, and how they relate to players, parents, and professional staff during this period will be considered their “performance interview” with respect to their appointment or re-appointment. However, in the event that the club receives multiple applicants for the same position, in other words an incumbent’s position is challenged, or a new team is being created, then an off-field interview may occur only if deemed necessary.

Situations where an interview process may occur would include but are not limited to:

- Upon staff evaluation of the applicants, good reason (as determined by the professional staff) exists to initiate an interview process
- Upon staff evaluation of the applicants, a new applicant appears they may be a more beneficial appointment than the incumbent
- From on-field observations and evaluation, the professional staff does not have sufficient knowledge of the applicants to make an appointment and further discussion is required

I trust this clarifies the process for selecting and appointing DCS coaches, however feel free to contact me at mmcqueen@coastalfc.ca if you have any questions.

Regards,

Mark McQueen
Program Director
Delta Coastal Selects