



FORT ST. JOHN SOCCER CLUB

FSJ Soccer Club

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Coach Selection Policy

Fort St. John Soccer relies on the commitment of volunteer coaches to operate the various teams and programs. All individuals who express an interest in being a coach within the Club will be considered through the following process.

- 1) Coach Vacancies will be announced through the Club's website and/or direct emails to members and/or advertisements in appropriate outlets, indicating that the Club is accepting applications.
- 2) Applications are accepted through our online registration system or by submission of the coaching application form in the case of the Northern Strikers to the Competitive Director of FSJ Soccer.
- 3) *Please note that to be eligible for consideration for any coaching position, the applicant must have successfully completed all the SQS requirements (Quality Soccer Standards). No applicant will be considered and assigned to a team without SQS being met.
- 4) A complete list of individuals who have applied to be coaches (or team staff) will be provided to the Technical Director and Board of Directors for consideration.
- 5) The Technical Director along with a selection committee of 2 board members (1 of which will be the Competitive Director) will name a preliminary Head Coach for each rep level team from that list and provide those names to the board of directors for review.
- 6) In cases where there is more than a single applicant for a volunteer coach position, the Technical Director along with the selection committee will determine the best candidate using a combination of the following:
 - Ability to work with and show respect to the Board of Directors.
 - Ability to work with and show respect for all FSJ Soccer coaches and volunteers.
 - Ability to work with and show respect for the referees.
 - Ability to support and follow club policies and procedures.
 - Good sportsmanship, appropriate behavior and language.
 - Knowledge of the game of soccer.
 - Responsibility to fulfill duties.
 - Good conflict resolution skills when dealing with parents and players.
 - Doing what is best for the advancement of FSJ Soccer.

- Prior soccer coaching experience and certifications.
- 7) Through the Technical Director, the committee will make a formal recommendation to the Board of Directors of coaches selected.
 - 8) If there are teams without a Head Coach, the Technical Director and the selection committee will work to identify a potential coach candidate.
 - 9) If teams are still without coaches, a decision is made by the Technical Director, the selection committee and Board of Directors to disband the team and place all players on a wait list until a coach is identified.
 - 10) Following approval from the Board of Directors, the Competitive Director contacts each successful candidate.
 - 11) All Coaching positions are for a maximum of one season (indoor or outdoor). Holding a coaching position for one season does not guarantee or give preference to a position in subsequent years.
 - 12) Coaches may be suspended from their position by a vote of the Board of Directors if they are deemed detrimental to the program. Further disciplinary action will be decided by the Board of Directors.
 - 13) Coaches may be removed from their position with a majority vote of the Board of Directors.
 - 14) Coaches have the right to file a grievance in writing to the Board of Directors if they feel they have been disciplined or removed for unjust reasons.