

## **Team NB Coach Selection Process**

### **Step one – Review or Previous Year’s Coaches (Target date by July 31)**

1. The Technical Director, after consideration<sup>1</sup> of previous coaching history with Team NB, invites previous Team NB coaches for a return engagement.
2. Coaches submit applications.
3. Technical Department reviews applications and prepares recommendations for team assignments.
4. Technical Department reviews coaching assignments with the Director of Coaching.
5. (Team NB assignment are made and communicated to the selected coaches and Board of Directors.

If a shortfall of coaches occurs, vacant positions may be filled by following step 2.

### **Step two: Additional Coach Requirements – phase 1.**

6. Posting of coaching opportunities via the Soccer NB website and/or mass e-mail distribution. (August 15<sup>th</sup>)
7. All applications are reviewed by the Technical department and the Director of coaching (selection committee). Submission of an application does not guarantee selection even if coaching positions are vacant.
8. The selection committee will conduct interviews if necessary. (TD; HP Coach; Director of Coaching).
9. Team NB assignment are made and communicated to the selected coaches and Board of Directors.

If a shortfall of coaches occurs, vacant positions may be filled by following step 3.

### **Step three: Additional Coach Requirements – phase 2. (Mid Sept.)**

10. Direct contact with suitable and qualified coaches.
11. Technical Department reviews coaching assignments with the Director of Coaching.
12. Team NB assignment are made and communicated to the selected coaches and Board of Directors.

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<sup>1</sup> See the considerations section.

### **Considerations:**

- Review of notes regarding coaching performance from previous years (records should be kept)
  - ✓ Concerns from players, parents, peers, disciplinary reports
  - ✓ Review by Technical Department
  - ✓ Completion of all requirements from previous season (reports, player evaluations criminal record checks)
- Coaches should not be participate with the same group of players for more than two years
- Participation of the coach in the coaching development activities would be an asset.
- Consider using a committee to review applications and prepare the final selection – final assignment decision rests with the Director of Technical Development

### **Nature of Commitment**

- All Head and Assistant coaches are required and responsible for:
  - Work according to the LTPD work plan set by SNB Technical Department.
  - Be part of a dynamic team to supporting the overall philosophy of Team NB.
  - Return all required reports to SNB Technical Department (Players evaluations, Camps and tournament reports, attendance records, etc,...).
  - Participate in the scouting, evaluation and selection process during the regional ID Camps.
  - Coach in the Regional Academy Program.
  - Coach in the Winter Training Program.
  - Participate in the showcase Tours with their teams – US or Canada (May –June).
  - Spring Training Program – 1 weekend per month April/May/June.
  - Participate in the preparation camp weekend (2 ½ to 3 days).
  - Participate in Atlantic Tournament.
  - Be responsible for all training kits (uniforms and team equipment).
  - Be responsible for supervision of the players during all Camps and tournaments.

### **Required Knowledge and Experience**

- All Head Coaches must have a minimum of Provincial B license to coach at the All-Star level and having a National B is an asset.
- The Assistant Coach must have the CSA PRE-B license and be committed to achieving the next level in the license program.

- Soccer New Brunswick will consider any applicant who is in the process of completing their CSA Provincial B license with the current provincial cycle.

All potential candidates for these coaching positions should:

- Provide the required *criminal record check* with this application.
- Be in good standing with Soccer New Brunswick and associated programs.
- Be knowledgeable in the Long Term Development Program.
- Be prepared to establish and maintain fluent working relationships with all Regional Academy Head Coaches

**Preference may be given to:**

- Coaches with a good history with Soccer New Brunswick Teams and clubs.
- Bilingual coaches (French and English).

Please note: Part of Team NB development pathway, Head coach will be allowed to coach one team for a maximum of 2 seasons.

**Remuneration and Benefits**

- Remuneration will be provided to cover basic expenses.
- Access to Elite coaches support program.
- Free invitation to all Soccer NB coaching events (Soccer NB Coaches Symposium).
- Free access to the provincial coach library.