

KINGSTON UNITED SOCCER CLUB

COMPETITIVE COACH SELECTION POLICY

1. Coaches will be selected by a committee (the "Selection Committee") composed of the Competitive Director, one or more members appointed by the Board, one of whom may be a parent with human resource experience.
2. Openings for coach positions shall be posted on the Club website. Applicants will be provided with a description of a coach's responsibilities, minimum qualifications/certification requirements and selection criteria all as established by KUSC. A police records check will be required.
3. Applicants shall complete an application form and provide references. The application form will also require that the applicant outline his or her plan for the team in the coming season. Both head and assistant coach applicants must submit applications but they may apply together indicating they wish to coach together.
4. During the season the Club's Competitive Director will meet with coaches and observe teams in games and practices. A representative of the Competitive Committee may speak to coaches, players and parents on an informal basis during the season. At the end of the season each Coach will provide a report summarizing the results of the season, ranking players, and highlighting areas for improvement. At the end of the season each player/parent will be given the opportunity to complete a confidential survey assessing the team and the coaches. The survey information shall be tabulated and summarized by the Club's Competitive Committee or a duly appointed official in a manner which respects anonymity of the players/parents. All personal information concerning coaches and other persons gathered by the Club during the selection process shall remain confidential in accordance with the Club's privacy policy. Coaches shall be entitled to data in summary form which respect the anonymity of the players and parents.
5. Applicants shall be interviewed by the Selection Committee.
6. The Selection Committee shall approve or reject applications, after considering all applications, in its sole discretion having regard to:
 - (a) an applicant's qualifications, past performance, suitability, experience, coaching philosophy and plans for the team;
 - (b) all information provided to the Selection Committee including information from the application, the interview, the references,

police check, the Competitive Committee, the coaches' previous year-end reports, and player/parent feedback; and

(c) such other criteria (which shall be communicated to applicants) as the Club may establish, from time to time. (This could include, for example, policies concerning a coach coaching his or her own children, limits on term of coaching tenure etc.).

7. All decisions of the Selection Committee shall be made by unanimous decision. In the event that a member of the Selection Committee has a child or other relative that wishes to play on an applicant's team or if the member is an applicant for a coaching position, then that Selection Committee member shall not participate in decisions of the Selection Committee concerning such team or application. In these circumstances the member will be replaced by another person approved by the Board. All decisions of the Selection Committee shall be ratified by the Board. A decision of the Selection Committee may be appealed to the Board.

8. All coaches that have been appointed shall agree to a Code of Conduct as established by the Club. Coaches shall serve at the pleasure of the Club and any violation of the Code of Conduct shall permit the Selection Committee to remove a coach at any time in accordance with the Club's discipline process.

9. The timetable for the selection process shall be such that appointments are made prior to each year.