

2026 FIFAE Team Canada Head Coach Selection

1. Purpose

The purpose of this document is to ensure a fair, transparent, and merit-based selection process for the position of **2026 FIFAE Team Canada Head Coach**.

Esport Canada is committed to a recruitment process that reflects our values of excellence, integrity, and inclusivity. We aim to appoint a leader capable of driving high-performance results while fostering a safe and positive environment for all participants. We welcome applications from qualified individuals of all identities and are committed to equity and diversity in esports.

2. Roles & Responsibilities

The roles and responsibilities of the 2026 FIFAE Team Canada Head Coach include the following, and may be reevaluated from time-to-time:

- **Elite Talent Identification:** Serve as the lead technical advisor on player scouting, recruitment, and roster recommendations to the National Team Selection Committee.
- **Technical Leadership:** Direct all tactical operations and match-day management for the FIFAE Nations League, Continental Championships, and World Cup.
- **Performance Culture:** Drive team chemistry and mental fortitude to maintain a world-class high-performance environment.
- **International LAN Command:** Execute all on-site technical leadership, player management, and competitive oversight during international travel and LAN finals.
- **Governance & Reporting:** Ensure program compliance with Safe Sport (UCCMS) and deliver comprehensive post-cycle technical evaluations to the Board.

3. Selection Process

Esport Canada will be accepting **applications and nominations** for the role of 2026 FIFAE Team Canada Head Coach from **March 5-13, 2026**. Given the high-performance requirements of the 2026 FIFAE Nations cycle, the Selection Committee will exclusively prioritize candidates with demonstrated Tier 1 Experience (as defined in Section 5). Applications from Tier 2 candidates will only be reviewed and activated in the event that

no Tier 1 applicants meet the mandatory technical threshold.

Due to the volume of applications and the expedited selection timeline, **only those candidates selected for a formal interview will be contacted.** Shortlisted candidates will be notified via email no later than **Wednesday, March 18, 2026.**

Selection Advisors will be responsible for reviewing all candidates, providing evidence-informed recommendations to the National Team Selection Committee, chaired by the FIFAE National Team Manager. The National Team Selection Committee is responsible for verifying candidates' policy compliance and eligibility, making its recommendation to the Esport Canada Board of Directors for ratification.

The Selection Advisors will be composed of:

- Relevant esports industry professionals
- Former professional esports athletes
- Esports Coaches and analysts
- Esports performance specialists

Responsibilities:

- Evaluate candidates using the standardized rubric of predetermined criteria.
- Submit independent scores and conflict of interest disclosures.
- Recommend up to 3 eligible candidates for interview.

Team Manager

- The 2026 FIFAE National Team Manager is appointed for a one-year term by the Board of Directors, upon recommendation by the CEO, to serve as the operational lead and Chair of the National Team Committee as it relates to FIFAE participation.

Responsibilities:

- Conduct final interviews with shortlisted candidates.
- Evaluate coaching philosophy, systems, and readiness.
- Provide advisory recommendations to the National Team Selection Committee.

4. Shortlist Process

Candidates may be advanced to the formal interview stage based on a composite evaluation of the following pillars:

- **Elite Technical Relevance:** Verification of coaching or tactical roles within a Tier 1 environment (e.g., RLCS Open/Major) within the previous 12-month competitive cycle.
- **Professional Progression & Consistency:** Evaluation of the candidate's career trajectory, prioritizing those with a sustained history of leadership roles (Head Coach) over purely advisory or assistant positions.
- **National Team Values & Conduct:** A comprehensive audit of public professional standing and social media history to ensure alignment with the Esport Canada *Code of Conduct and Ethics* and Safe Sport expectations.
- **Advisory Technical Validation:** Integration of independent scoring and qualitative feedback from the Selection Advisors regarding the candidate's tactical reputation and in-game authority.
- **Stakeholder & Peer Endorsement:** Review of professional references and, where applicable, verification of a positive "High-Performance Culture" track record with elite-level athletes and partner organizations.

5. Criteria

Candidates should meet all of the following legal and ethical requirements to be considered for the position. Failure to maintain these standards may result in immediate disqualification.

Technical & High-Performance Requirements

- **Tier 1 Competitive Experience:** Demonstrated success coaching at the RLCS Tier 1 level, specifically defined as achieving [e.g., Top 16/Group Stage] placement in a North American Open or equivalent International Major.
- **National Ecosystem Knowledge:** Proven experience working with and developing Canadian-based athletes within the North American competitive circuit.
- **Technical Authority:** A documented history of leadership and "Player-First" management, evidenced by professional references and a positive reputation within the high-performance community.
- **Public Diplomacy:** A proven track record of professional conduct in public forums and social media, aligning with the Esport Canada *Code of Conduct and Ethics*.

Co-Requisites of the Successful Candidate

- **Safe Sport Compliance:** Completion of applicable Safe Sport training.
- **Security Clearance:** Provision of a clear Criminal Record Check and Vulnerable Sector Check (VSC) issued within the last 12 months.

- **Professional Standing:** Verification of "Good Standing" with Epic Games.
- **Legal Eligibility:** Valid passport for international travel. Canadian citizenship preferred.

6. Scoring

Candidates will be evaluated on a scoring basis of 1-4.

1. Insufficient
2. Adequate
3. Strong
4. Exceptional

Scoring categories:

A: Credibility & Authority (35%)

- Tier 1 RLCS experience
- Respect within esports
- Leadership
- Roster experience
- Recruitment capability

B: Technical Leadership (30%)

- Team chemistry management
- Real-time adaptation (timeouts)
- Communication ability

C: High-Performance Environment & Psychology (20%)

- Ego management
- Communication authority
- Pressure management
- Emotional intelligence

D: Professionalism & Safe Sport (15%)

- Ethical record
- FIFA-aligned values

- Professional conduct
- Player-first leadership

7. Interview

Shortlisted candidates will be invited to a final interview. Questions will holistically explore their approach to high-performance coaching based on the following categories:

Category 1: Technical Leadership & Strategic Planning

Category 2: High-Performance Culture & Safe Sport

Category 3: National Identity & Representation

8. Appeal

Candidates for the 2026 FIFAE Team Canada Head Coach position may only appeal a selection decision if there are sufficient grounds to demonstrate that the National Team Selection Committee failed to follow the procedures outlined in this document. Appeals based on the "merit" or "technical discretion" of the Selection Committee are not admissible.

Admissible Grounds for Appeal An appeal may only be heard as outlined in the Esport Canada [Appeal Policy](#).