

2026 Esports Nations Cup – National Team 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 a **Esports Nations Cup, National Game Coach** for any of the listed tournament game titles.

Esport Canada is committed to a recruitment process that reflects our values of excellence, integrity, and inclusivity. We aim to appoint a National Head Coach for each game title that is capable of driving high-performance results while fostering a safe and positive environment for all participants. Our National Team Manager is committed to reviewing all possible candidates and we (Esport Canada) are committed to equity and diversity in esports.

2. Roles & Responsibilities

The roles and responsibilities of a National 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:** Provide strategic direction on gameplay, performance systems, and performance optimization, ensuring the team stays aligned with evolving meta and competitive standards for the designated Esports Nations Cup title, for qualifiers and LAN finals.
- **Performance Culture:** Drive team chemistry and mental fortitude to maintain a world-class high-performance environment, providing feedback on team chemistry and potential areas of concern, as needed.
- **LAN Attendance:** Free of travel restrictions and ability to travel to Riyadh, Saudi Arabia in the scenario that the designated title qualifies for LAN finals.
- **Governance & Reporting:** Ensure program compliance with Safe Sport (UCCMS) and deliver comprehensive post-cycle technical evaluations to the National Team Manager.
- **Publisher Relations:** In “Good Standing” and has not had an account banned within the specified game title.

3. Selection Process

Esport Canada and the selected National Team Manager will not be accepting open applications and nominations for any of the National Head Coach positions, rather the National Team Manager will create a shortlist of individuals eligible to be the National Head Coach for a designated title based on the criteria and obligations set out by the Esports World Cup Foundation as it relates to Esports Nations Cup.

Given the high-performance requirements of the 2026 Esports Nations Cup, a Technical Advisor Committee will exclusively prioritize Canadian national candidates with demonstrated Tier 1 Experience (as defined in Section 5). Tier 2 candidates and non-national candidates will only be reviewed and shortlisted in the event that no Canadian Tier 1 applicants meet the outlined criteria.

Due to the expedited selection timeline, **only the discussed shortlisted candidates selected for a formal interview will be contacted.** Shortlisted candidates will be notified no later than **Friday, April 3rd**.

The National Team Manager will be responsible for the shortlisting of eligible Head Coach candidates for each title, to then be reviewed by the Technical Advisor Committee, composed of relevant esports industry professionals. Based on the outcome of the reviewed shortlisted candidates, the recommended candidates will be interviewed by the National Team Manager and a neutral third party. After review and interviews with the shortlisted candidates, the National Team Selection Committee will verify candidates' policy compliance and eligibility, then an evidence-informed recommendation will be made to the Esport Canada Board of Directors for ratification.

Responsibilities of Technical Advisor Committee:

- Provide recommendations to National Team Manager on provided Head Coach candidates and suggest potential additions, if applicable.
- Submit conflict of interest disclosures.
- Recommend up to 3 eligible candidates for interview, as needed.

Responsibilities of National Team Manager:

- 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 in the specified game title within the last 12-months.
- **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 esports players and 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 Tier 1 level of the specific Esports Nations Cup game title.
- **National Ecosystem Knowledge:** Proven experience working with and developing Tier 1 & Tier 2 player talent, including but not limited to, Canadian esports players.
- **Technical Authority:** A documented history of leadership and "Player-First" management, evidenced by a positive reputation within their respective game title's community for their coaching ability.
- **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 publisher of specified game title.
- **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 (30%)

- Tier 1 and/or Tier 2 experience in specified game titled.
- Leadership / ability to lead in specified game title.
- Connection, respect, and recognition in game title.
- Player recruitment capability.

B: Coaching Capability (30%)

- Experience with roster construction.
- Team chemistry management.
- Real-time adaptation (tactical timeouts, map strategy shifts, etc.)
- Communication ability.

C: Team Culture & Psychology (25%)

- Communication authority with roster.
- Emotional intelligence and understanding personality traits.
- Player ego management.
- Ability to act under pressure / pressure management.

D: Professionalism & Safe Sport (15%)

- Ethical record.
- Canadian Olympic Committee aligned values.
- Professional conduct
- Player-first leadership

7. Interview

Shortlisted candidates will be invited to interview for the National Head Coach position of their specified game title. Questions will holistically explore their approach to high-performance coaching based on the following categories:

Category 1: Coaching Capability & Strategic Planning

Category 2: Team Culture & Safe Sport

Category 3: National Identity & Representation

8. Appeal

Conflict Resolution

Notified candidates for the National Team Head Coach position for any of the game titles may only submit a complaint regarding a selection decision if there are sufficient grounds to demonstrate a breach of Esport Canada's policies, specifically that the National Team Selection Committee failed to follow the procedures outlined in this document. Complaints based on the "merit" or "technical discretion" of the Selection Committee are not admissible.

Admissible Grounds and Process

A complaint may only be submitted and heard as outlined in the Esport Canada [Discipline and Complaints \(Conflict Resolution\) Policy](#). All such complaints must be submitted to info@esportcanada.org for screening and triage. A complaints manager will determine if the complaint falls within the jurisdiction of the policy and whether it should proceed through the formal dispute resolution process.