



Skyline Spartans Lacrosse Club
Program Director & Varsity Head Coach
Selection Process

1. Posting and Outreach

1. Post Job description to:
 - Skyline Lacrosse: www.skylinelax.com
 - WHBSLA: <http://www.whsbla.org/Page.asp?n=68742&org=whsbla>
 - WA Lax: <https://www.walax.com/>
 - GELL: <https://www.leagueathletics.com/?org=EASTSIDELACROSSE.ORG>
 - US Lacrosse website: <https://www.usalacrosse.com/coaching-vacancies>
2. Skyline Social media posting
3. Outreach and networking
 - Collect names of potential candidates and assign outreach
 - Contacts for candidate recommendations
 - Sam Hutson: AARON
 - WA Lax: DAVE V
 - Referee's organization: AARON
 - Scott Kelly (Starz): JACQUES
 - Drew & Will Snider (Cityside): DANIELLE
 - Chris Rotelli (ADVNC): JACQUES

2. Interview Phase

1. Collect resumes
2. Evaluate and eliminate any that do not meet minimum requirements
3. Round 1: Sub-committee interviews
 - Sub-committee of key stakeholders have 1:1 interview with the candidate to go deep on specific areas of expertise. In person conversations and game visits.
 - Youth (board) – Aaron Koransky
 - High School (board) – Kerek Edwards
 - Community – Dave Vermuelen (played high school/college lacrosse, coached for 15 years)
 - Sub-committee to provide information about each candidate and recommend top 2-3 candidates for panel interviews
4. Round 2: Panel interview for top 2-3 candidates
 - In person interview
 - Majority of Board + HS lacrosse players (Junior, Sophomore & Freshman)
 - Candidates to present their vision for leading Skyline lacrosse
 - Panel members to ask follow up questions.
5. Panel to review and discuss candidates
6. Board passes motion to make an offer to the top candidate

3. Offer and Onboarding

- Extend contingent offer
- Complete job application
- Conduct Background check
- Notify other applicants after candidate hired



4. Timeline:

- 4/2 Gain board alignment on selection process
- 4/3 Initiate outreach
- 5/15 Complete sub-committee interviews and provide top candidates to board
- 6/2 Complete panel interviews
- 6/15 Board to convene to discuss candidates and pass motion to offer to top candidate
- 6/15 Extend offer