



## CALGARY WEST SOCCER CLUB RECRUITING POLICY

### INTENT

The intent of this Policy is to clarify when it is appropriate to recruit players from outside of the Club to augment or strengthen current Club teams.

### BACKGROUND

Calgary West Soccer Club believes that its focus should be on the organic production of coaches, players, and programs. We have a commitment to creating a positive environment between clubs, to support all players. While not always the best for Calgary West, an open and transparent process in the recruitment of players is required to be a true leader in the community.

Calgary West believes that the open-boundary system in Calgary has been detrimental to overall player development. Particularly on the girls' side, the league cannot sustain a competitive level for many tiers of play. Competitive games are a key factor in developing players. In order to sustain competitive league at all levels, the player pool must be balanced between clubs.

### GUIDELINES

The recruitment of players is a true grey area and as a result we have created some guiding principles.

It is OK to recruit players when...

- A player moves to the area
- A player is seeking out our specific services and wants to be part of the club's philosophy
- A player is not being serviced or provided an opportunity at another club

It is not OK to recruit players...

- To help us win
- Using underhanded or misleading tactics
- Selling dreams

### PROCESS

Calgary West Soccer Club has implemented an **"Interested Player Form"** process whereby we ask any player from another Club who is interested in joining our Club to submit an "Interested Player Form". We will then facilitate a Club-to-Club dialogue to facilitate movement.

It is essential that we follow a recruitment protocol that is transparent and defensible. That process includes:

- Not directly approaching a player and starting the initial engagement
- Recommending that the player is upfront with the club they are planning to leave



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- Club to club communication to discuss the transfer of the player transparently

Interested players are asked to fill in the following “Interested Player Form”.

<http://www.calgarywestsoccer.com/interested-player-form>

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<sup>1</sup> Calgary West Soccer Club acknowledges the support of Chris Murphy of E11even Management Inc. in the development of this policy