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VFF Haus P.O. Box 266 Port Vila Vanuatu Tel (678) 27239

Dated: 13 August 2025

Job Advertisement:

Head Coach Vanuatu National Football Team (Senior Men) & Head Coach Vanuatu Football Club (Senior Men) (VFC) – OFC Professional League

Position: Head Coach

Location: Port Vila, Vanuatu

Employer: Vanuatu Football Federation (VFF)

Contract Type: Full-time (2-year initial contract, renewable)

Application Deadline: [25.08.2025]

Starting date: 15th of September 2025

About the Role

The Vanuatu Football Federation (VFF) is seeking a dynamic and visionary Head Coach to lead the men's senior Vanuatu National football Team and the newly established **Vanuatu Football Club (VFC)** in the **OFC Professional League in a dual role**. This role is pivotal in shaping the national team as well as the club's competitive performance while aligning with VFF's long-term strategy to develop youth talent and strengthen the national team pipeline. The Head Coach will act as a key ambassador and role model for football in Vanuatu.

Responsibilities:

Main: The primary function of the Head Coach is to select, oversee, and prepare the Men's National Team and Vanuatu FC for the various matches and competitions they play, including FIFA and OFC competitions, as well as other international competitions.

First Team Performance: Implementing tactical systems that reflect Vanuatu's playing style (creativity, quick transitions, and tactical mobility).

Youth Development: Develop and implement a clear youth development philosophy, curriculum, and style of play aligned with VFF's overall footballing philosophy. Integrating elite U16-U19 players from VFF's National Academy into the senior squads, ensuring a pathway for local talent.

National Team Synergy: Collaborating with VFF's Technical Director as well as the General Manager of Vanuatu FC to align VFC's program with the national team's goals, contributing to player development for international competitions.

Cultural Adaptability: Embracing Vanuatu's diverse football culture, including grassroots trends and challenges (e.g., limited infrastructure, high player turnover).

Man Management: Building cohesion in a multicultural squad and fostering leadership among local and international players.

Player Development and Selection: Identifying and nurturing talent within the national team pool, collaborating with club coaches to scout potential players, and leading the player selection process for national team call-ups.

Collaboration and Communication: Working closely with the national football association, Vanuatu FC, coaching staff, and medical team, and representing the national team and Vanuatu FC in official events and media appearances.

Administrative: Managing the team's budget and resources.

Mentorship and Guidance: Acting as a mentor and role model for players. Guiding player development, career planning, and personal growth. Promoting a culture of professionalism and sportsmanship.

Performance Evaluation: Setting performance goals and objectives for the teams and individual players, evaluating the team's performance against set benchmarks, and providing regular feedback and performance reports.

Compliance and Ethics: Adhering to ethical guidelines and sportsmanship standards, ensuring compliance with all relevant rules and regulations, and promoting fair play and integrity within the team.

Key Requirements

Proven Experience: Minimum 10 years of experience and success as Head Coach at National Federation (youth teams included) and professional club level, preferably in Oceania or similar emerging football markets. Former soccer player (not in the top flight).

Communication: High-level dynamic and secure communication skills

Youth Development Expertise: Strong ability to identify and nurture talent. Track record of advancing young players to senior football

Qualification: AFC/OFC/UEFA Pro License

Tactical Flexibility: High level of tactical knowledge. Ability to adapt systems to Vanuatu's strengths (e.g., agility, technical creativity) while addressing weaknesses (e.g., defensive organization) and staying updated on global football trends and incorporating new techniques.

Leadership: Strong man-management skills to motivate players in a resource-constrained environment. Excellent strategy and networking skills. Ability to drive a High-Performance Culture, while creating an honest and empowering working environment within the team and with the rest of the technical and administrative staff. High standards of professional and personal conduct.

Language skills: Fluency in English (Bislama, French, and/or German / Spanish would be a plus).

Relationship Management: Strong experience in managing relationships; understanding needs and cultural sensitivities, cooperating and supporting VFF's media and digital needs, and working with VFF partners, including media and sponsors.

Organisation: Attention to detail and excellent organization skills.

Best practice: Provide an understanding of industry best practices concerning talented player development, sports science, the use of available technology, and skills development.

Why Join VFF/VFC?

Full responsibility for the Men's Senior national team, chance building a legacy, giving direction for youth football, etc. (some more points needed)

Unique and historical chance to play a pivotal role in the development of football in Vanuatu by leading the first professional club in the history of Vanuatu football clubs into its first OFC Professional League campaign.

Work within VFF's structured ecosystem, including access to regional academies and scouting networks.

Competitive salary package with performance-based incentives, allowances, and benefits.

Application Process

Submit your CV, cover letter, and coaching philosophy (max 500 words) to **vanuatufootballclub@gmail.com** by **25.08.2025**. Interviews with shortlisted candidates will commence on 27.08.2025. Interviews will be held with VFF's Technical Committee, and candidates will participate in a practical coaching assessment.

"VFF is committed to building a sustainable football future for Vanuatu—join us in shaping it."

Contact: General Secretary | +678 7773188 | adzplus2a@gmail.com