

# **Townsville Basketball**

## **Coach Selection Policy**

**Updated – August 2015**

**Reviewed – September 2017**

### **PURPOSE**

The aim of this coach selection policy is to ensure that required standards are met in the appointment of U12 – U18 Townsville Basketball Representative Team head and assistant coaching staff.

### **ALL APPLICANTS MUST READ THE FOLLOWING INFORMATION CAREFULLY BEFORE SUBMITTING AN APPLICATION**

#### **1. POLICY**

Applications are called for the following positions for Townsville Basketball Junior Representative Teams (Male & Female U12, U14, U16, & U18 age groups) competing in the Basketball Queensland Representative Season (includes: QNJBC & State Championships):

- Head Coach
- Assistant Coach

Applicants **must** meet Eligibility Criteria and Essential Selection Criteria (for each respective position applying for) to be considered for appointment.

Highly Desirable Criteria is viewed favourably in support of applications and will be considered when making final selection decisions.

**Townsville Basketball Inc. will only accept applications from holders of a current, valid Blue Card at the time of application. Evidence must be included with the application.**

Only fully completed applications will be considered

## **2. PROGRAM OUTLINE**

The Townsville Basketball Junior Representative Program is a performance program with a specific focus of the preparation of players and coaches (U12 – U18) for competition in the QNJBC and State Championships.

The Junior Representative Teams form an important part of the Townsville Basketball development pathway; which involves the careful planning and synchronisation of player progression from U12 – QBL (dependent on selection). It forms an essential pathway for players and coaches to progress onto State and National Performance Programs. Consequently, the Junior Representative Team Program provides further developmental avenues for our Coaches, as well as Players.

### **Townsville Basketball Program Philosophy**

1. Athlete Focussed
2. Coach Facilitated
3. Administratively Supported
4. Long-Term Player Development and Performance Based

Head Coaches of each team:

- Will provide a well-prepared, organised and positive learning environment for players and coaching staff.
- Accept the responsibility of being a positive role model for Townsville Basketball Inc. befitting the position of Rep Team Head Coach.
- Understands the Townsville Coaching, Talent Development Philosophies and Program Pathways.
- Liaises and reports to the Performance Program Director.

Assistant Coach of each team:

- Assists the Head Coach in the provision of a well prepared, organised and positive learning environment for players.
- Accepts the responsibility of being a positive role model for Townsville Basketball Inc. befitting the position of Rep Team Assistant Coach.
- Liaises and reports to the Rep Team Head Coach

## **3. ELIGIBILITY CRITERIA**

The following is required to determine eligibility for appointment prior to consideration of any selection criteria. Applicants not meeting the following criteria are not eligible for appointment.

- Must be in the possession of a Suitability Card for Child Related Employment (Blue Card) or show evidence that one is in the process of being attained
- Registered coach with TBI

#### **4. ESSENTIAL SELECTION CRITERIA**

Note: Be sure to read carefully the essential selection criteria for the respective representative team program nominating for. There are subtle differences between section 4.1 and 4.2.

##### **4.1. U14, U16 & U18 HEAT & FLAMES (Male/Female) Teams**

###### **Head Coaches Only**

- Current Level 2 NCAS Coach Accreditation (or ability to attain as soon as possible). At present this is aspirational
- Proven evidence of adhering to NCAS Code of Conduct
- Proven evidence of reflecting the core values of TBI.
- Currently actively coaching within at least one of the following:
  - TBI Club Competition
  - Townsville Basketball Development or Performance Programs AND/OR Townsville Basketball Senior Rep Program (QBL or U23).
  - Basketball Queensland Futures Development, or State and National Performance, Programs.
  - If new to TBI – equivalent school, association or state program to above listed.

###### **Assistant Coaches Only**

- Current Level 1 NCAS Coach Accreditation (or ability to attain as soon as possible). At present this is aspirational
- Proven evidence of adhering to NCAS Code of Conduct
- Proven evidence of reflecting the core values of TBI.
- Currently actively coaching within at least one of the following:
  - TBI Club Competition
  - Townsville Basketball Development or Performance Programs AND/OR Townsville Basketball Senior Rep Program (QBL or U23).

- Basketball Queensland Futures Development, or State and National Performance, Programs.
- If new to TBI – equivalent school, association or state program to above listed.

#### **4.2. U12 HEAT & FLAMES, U12, U14, U16 & U18 LIGHTNING (Male/Female) Teams (and would apply to Sparks team)**

##### **Head Coaches Only**

- Current Level 1 NCAS Coach Accreditation (or ability to attain as soon as possible). At present this is aspirational
- Proven evidence of adhering to NCAS Code of Conduct
- Proven evidence of reflecting the core values of TBI.
- Currently actively coaching within at least one of the following:
  - TBI Club Competition
  - Townsville Basketball Development or Performance Programs AND/OR Townsville Basketball Senior Rep Program (QBL or U23).
  - Basketball Queensland Futures Development, or State and National Performance, Programs.
  - If new to TBI – equivalent school, association or state program to above listed.

##### **Assistant Coaches Only**

- Current Level 0/1 NCAS Coach Accreditation (or ability to attain as soon as possible). At present this is aspirational
- Proven evidence of adhering to NCAS Code of Conduct
- Proven evidence of reflecting the core values of TBI.
- Currently actively coaching within at least one of the following:
  - TBI Club Competition
  - Townsville Basketball Development or Performance Programs AND/OR Townsville Basketball Senior Rep Program (QBL or U23).
  - Basketball Queensland Futures Development, or State and National Performance, Programs.
  - If new to TBI – equivalent school, association or state program to above listed.

#### **5. HIGHLY DESIRABLE CRITERIA**

## **5.1. Knowledge, Experience, Skills and Performance**

### **All Coaches**

- Previous or Current Head Coach or Assistant Coaching experience in the following programs:
  - W/NBL programs (or equivalent overseas programs)
  - QBL programs (of equivalent interstate programs)
  - Basketball Australia's National Performance Program (NPP)
  - Basketball Queensland State Team and Performance Program (SPP)
  - Townsville Basketball Performance Programs / Camps / Clinics
  - Basketball Queensland State Championships
  - Basketball Queensland Future Development Program (FDP)
  - Association Junior Representative Level (BQJBC or QNJBC)
  - Association Club Level and/or School Representative Level
  - Townsville Basketball Rookies Program
- Ambition to attain higher NCAS Level Accreditation in the near future
- Demonstrated skill in individual and team coaching the relevant age at rep level

### **Head Coach Only**

- Proven record of junior player development
- Demonstrated team leadership and management skills, including:
  - Ability to liaise closely with Assistant Coach (assignment of appropriate roles)
  - Consultation, Communication and Coordination with Team Manager as it relates to managers roles and responsibilities
  - Ability to liaise with key stakeholders (including: Parents/Guardians; Association)
  - Demonstrated understanding and ability to communicate appropriately in the co-ordination of selections, preparation, competition, and post competition phases (includes reporting to the Player & Coach Development Manager)
- Demonstrated knowledge, understanding and application of state junior structure, pathways and philosophies and their integration with the Townsville Basketball Rep Team Program
- Demonstrated ability to approach each athlete as an individual; consider individual athlete workloads; adjust where appropriate to maximize the overall program benefit; and conscious prevention of overtraining of the athlete.

### **Assistant Coaches Only**

- Able to provide evidence of positive guidance and professional influence over players in a junior representative program
- Able to assist Head Coach & Team Manager to achieve the team logistical goals

### **5.2. Personal Characteristics**

#### **All Coaches**

- Are athlete-centred, maximising positive benefits of sport participation for each player  
Ability to create trust and remain impartial and objective
- Strong leadership and communication skills Well prepared, planned and organized.
- Efficient and effective use of time (time management & priority allocation skills)
- Strive for continual improvement. Take responsibility for own development. Are well presented (in dress and language)

### **6. CONFLICT OF INTEREST**

Applicants for the Head Coach or Assistant Coach must declare if they have a “Conflict of Interest” with any of the players who are eligible for selection in the age group and gender in which they are making application.

A conflict of interest is defined as a person who has a relationship with a player, which may affect their ability to apply the player selection policy objectively and allocate court time appropriately during QNJBC and State Championships. This could be that the applicant:

1. Is a relative of a player (father, mother, brother, sister, etc.) who is eligible for selection in the age group and gender in which the application is being made; or
2. Has a personal relationship (e.g. a personal friend of the family) with a player or players in the age group and gender in which the application is made.

**Note:** A conflict of interest does not prevent a coach being appointed to an age group, it is simply an acknowledgement. The selection panel on a case-by-case basis when determining the selection of applicants will assess each application identifying a conflict of interest and decide an appropriate course of action to ensure transparency and fairness.

Although TBI prefers coaches of representative teams not to coach their son/daughter, TBI reserves the right to appoint a parent coach if it deems that there are no other suitable coaches to fill the position (and the Basketball Development Manager and sub-committee is confident that appropriate systems are in place to ensure the coach can perform his/her coaching duties in an impartial manner).

## **7. CONDITIONS OF APPOINTMENT**

All coaches must agree to the following requirements if appointed to the position of Townsville Basketball Representative Team Coach. (Failure to comply with these conditions may lead to termination of the coaching appointment and replacement with a coach prepared to fulfil these requirements)

Selection of Representative Head Coaches will be the responsibility of the Representative Coaches Selection Panel. Applications for all coaching positions will be made on the TBI prescribed application form

Must hold a current Child Suitability 'Blue Card'

To attend any briefing / development sessions convened by TBI prior to/during/after commencement of the program.

To be responsible for ensuring that the team is in the best state of preparation for competition throughout the representative year

To possess a minimum NCAS Level 1 Coaching Certificate or actively seeking this qualification

All Representative Coaching officials will work under the guidelines and philosophies of TBI and Basketball Queensland.

Adopt all TBI playing philosophies as directed by the TBI Basketball Development Manager

Ensure the style of play is consistent with the team's knowledge, abilities, and potential

Consult regularly and involve coaches, including QBL coaches etc. in the development and teaching outcomes of your team

To possess ability to provide quality leadership to players and team officials. Direct the teams Assistant Coach to special duties. Their duties should be clearly defined and they should be fully involved and integrated into the team's role.

Oversee the duties of the Assistant Coach for practice sessions and games

Ability to teach players and staff skills and strategy

Direct and educate the Assistant Coach on matters such as scouting, Statistical review, video etc. for game preparation and strategic planning

Be available to coach the team at all tournament meets

Be familiar with the quality of players in the grade in which coaching is sought. Personally attend regular fixture competition that provides an opportunity to identify eligible players

To co-operate with the Manager and the TBI Director of Coaching in the organization and preparation of the representative year and its competition

To maintain open lines of communication between parents, players and officials

To be fully responsible for players whilst training or participating in games

Both the Heat / Flames, Lightning & Sparks Coaches in each age group and gender will work together and attend all squad training sessions, until their respective squad/team is selected. Before selection and announcement of any squad/team, Coaches are to consult their selections with the TBI Basketball Development Manager

### **Selection of Teams:**

Heat & Flames:                      The best team possible that TBI can field in this age group.



Lightning / Sparks: Development Team - *Whilst selection should primarily be for the development of players, the team must also be competitive at all competition meets.*

Preferred selection of Team Numbers:

<i>QNJBC</i>	<i>10-players</i>
<i>Queensland State Classic Championships</i>	<i>10-players</i>
<i>Australian Under 14 Club Championships</i>	<i>10-players</i>

Selection and announcement of representative teams will be made according to the representative season calendar, which stipulates all necessary dates, and as directed by the TBI Director of Coaching

#### **Travel and Accommodation:**

All travel and accommodation arrangements for QNJBC meets are to be made by the coach. The players will be responsible for all expenses for coaches, these costs will be equalised amongst all players in the said team.

Coaches will be reimbursed for any costs incurred for travel & accommodation expenses upon production of receipts ONLY, by the team manager

All Representative coaching officials are required to wear TBI apparel at all competitions and training sessions as directed by the TBI Director of Coaching

All Representative Coaches are responsible for own meal expense

All Representative coaching officials are to conduct themselves at all times in a manner, which can only bring credit to themselves & TBI

The Townsville Representative program is a TBI program under the auspices of the Basketball Queensland. The primary purpose of the program is related to athlete and coach development. The Representative programme will introduce developing coaches and athletes

to the State program philosophy, system of play, concepts in sport science/medicines, etc. which will enhance their personal development

The Head Coach is responsible for supporting the functions associated with coaching and preparing a team participating in TBI representative program in accordance with the policies, procedures and budget of TBI

### **Head Coach Only**

Head Coach will work actively with the Assistant Coach to make their experience with the Townsville Basketball Representative Team worthwhile, to maximise their benefit to the team and to assist in their coaching development.

Will undertake the planning and leadership of the trial and selection process of their respective age group until teams are selected paying attention to the accrual of evidence for selection/non selection.

To supply to the TBI Director of Coaching within thirty (30) days of the conclusion of the representative year, a report with particular reference to those matters of coaching or competition which will be of value to TBI

## **8. APPLICATION PROCESS**

1. Applications made available via Townsville Basketball website and distributed throughout basketball community
2. Completed applications received at Townsville Basketball by closing date
3. Acknowledgement of application provided to the applicant
4. Applications checked for compliance with eligibility criteria and listed for presentation to Selection Panel
5. Selection Panel considers eligible applications. Selection Panel consists of a minimum of three (3) members: Basketball Development Manager, TBI General Manager and at least one independent person.
6. Coaches short-listed for interview if required (U14, U16 & U18 HEAT & FLAMES Coaches).

7. Interviews conducted if required, in person (selection decisions not presented at time of interview)
8. Selection Panel recommends Head Coaches appointment to TBI Management Committee
9. TBI reserves the right to directly appoint to any coaching position.
10. Assistant Coaches selected (see below)
11. Names of selected coaches submitted to TBI Management Committee for confirmation.
12. Candidates (both successful and unsuccessful) notified via email.
13. Successful applicants must agree (signed agreement) to abide by conditions of appointment
14. Successful applicants will be posted on TBI web site & social media channels.

## **9. IMPORTANT POINTS FOR ALL APPLICANTS INFORMATION**

- Once the Head Coach for the age group is selected, the Selection Panel in consultation with the Head Coach will perform Assistant Coach appointments
- The coach must seek approval from the Basketball Development Manager for any events, trainings, tours or games outside of the standard Player/Team Development Calendar.
- TBI reserves the right not to make an appointment to any position where it deems that there is not a suitable applicant or for any other special circumstances
- TBI reserves the right to re-open applications for any positions if it decides not to make an appointment after the first round of applicants are considered
- If an appointed coach to any position withdraws, TBI reserves the right to either immediately appoint a replacement or to re-open applications