



SACBCI High Performance Coach Selection Guideline

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1 Introduction

- 1.1 The aim of the selection guideline is to ensure required standards are met in the selection and appointment of high performance coaches. This guideline aims to make the selection criteria and process transparent.

2 Scope

- 2.1 This Guideline is applicable to high performance coaches being considered for appointment to SA Country Basketball programs.

- 2.2 This Guideline deals with all aspects of selection of high performance coaches, including but not limited to:

- 2.2.1 SA Country State Team Coaches;
- 2.2.2 SA Country State Team Assistant Coaches;
- 2.2.3 SA Country State Team Development Coaches;
- 2.2.5 SA Country Development Team Coaches;

State Team Coaches will be appointed as Development Team Coaches for the respective age/gender group.

Please refer to Appendix 1 for the High Performance Coaching Structure for all of the above positions.

3 Terms of appointment

- 3.1 SA Country Basketball will only select and appoint high performance coaches that meet the following:
 - 3.1.1 A valid DCSI clearance, evidence or advice must be included in the coaches application indicating the clearance is completed or pending;
 - 3.1.2 The essential criteria for the respective position in the first instance;
 - 3.1.3 The highly desirable criteria if applicable will be weighted heavily in favour of applicants that apply;
 - 3.1.4 The desirable criteria if applicable will be considered, when necessary, in making the final selection decision.

4 Focus of the State Performance Program (SPP)

- 4.1 The SA Country State Performance Program is a junior high performance and development program with a specific focus on preparing athletes and coaches for the Australian Junior Championships (U16 and U18) and National team representation.

- 4.2 The State Performance Program (SPP) incorporates State Team athletes, coaches and team managers, competing in the Australian Junior Championships, coaches and team managers are required to provide guidance and/or coaching to the selected athletes.
- 4.3 The U14 and U15 Development/EADP teams will compete in the Australian Junior Country Basketball Cup (AJCBC) or Southern Cross Challenge (SCC).

5 Junior high performance program philosophy

- 5.1 **Athlete centred**, athletes are the main focus of the program;
- 5.2 **Coach delivered**, by the SPP and State Team Coaches and managed by the High Performance Manager (HPM) and the High Performance Player and Coach Development Officer (HP PCDO);
 - 5.2.1 Coaches are responsible for the provision of the high performance program, including the technical aspects of the game, within a framework and curriculum provided by SA Country.
- 5.3 The program is **administratively supported** by SA Country and Team Managers;
- 5.4 **Performance based**, athlete and coach selection is based on the ability to meet the respective selection criteria.

6 Head Coach State Team/SPP

- 6.1 The Head Coach in consultation with the HPM and HP PCDO are responsible for the provision of the High Performance program, including the technical and tactical aspects of the game in accordance with the SA Country curriculum.
- 6.2 Essential selection criteria:
 - 6.2.1 Work collaboratively with SA Country;
 - 6.2.2 Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - 6.2.3 Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
 - 6.2.4 Current Association Coach NCAS accreditation and/or equivalent experience;
 - 6.2.5 Comply with SA Country code of conduct;
 - 6.2.6 Current and valid DCSI clearance;
 - 6.2.7 Minimum of five (5) years' experience of coaching a team at Association, District and/or equivalent interstate/international level;
 - 6.2.8 Demonstrate a commitment to continuous coaching development with SA Country and/or external opportunities.
- 6.3 Highly desirable selection criteria:
 - 6.3.1 Experience coaching at Australian Junior Championships;
 - 6.3.2 Proven record of developing junior athletes;
 - 6.3.3 Experience as Head Coach or Assistant Coach of SA Country State teams
 - 6.3.4 Experience coaching in SA Country Development Team Programs, or SA Country DNSP/NITP/SPP;

- 6.3.5 Ability to provide evidence of implementing teaching and understanding SA Country style of play.
- 6.4 Desirable selection criteria:
 - 6.4.1 Demonstrate skill in team coaching at the relevant age and elite level including sound knowledge of the following areas:
 - (a) Technical (Fundamentals);

- (b) Tactical (principles of play and concepts);
 - (c) Physiological (preparation, competition/practice, recovery);
 - (d) Psychological (goal setting, time management, visualisation)
- 6.4.2 Demonstrated ability to work within a Junior High Performance Program, including:
- (a) Working within a framework and curriculum;
 - (b) Leadership of Assistant Coaches (assignment of appropriate roles);
 - (c) Consultation, communication and coordination with Team Managers;
 - (d) Liaising with key stakeholders (parents, guardians, Association representatives and Coaches);
 - (e) Communicating appropriately in the selection, preparation, competition and post competition phases in consultation with the HPM and HP PCDO;
 - (f) Knowledge, understanding and application of state/national junior structure, pathways, philosophies and integration within the SPP;
 - (g) Approaching each athlete as an individual, consider workloads, adjust when appropriate to maximise the overall program benefit and prevention of overtraining of the athlete.

7 Assistant State Team Coach

- 7.1 Assistant/Development Coach in consultation with the respective State Team Head Coach in the first instance and, HPM and/or HP PCDO, will assist in the provision of the high performance program and positive learning environment for athletes.
- 7.2 The Assistant/Development Coach will be a positive role model for SA Country and will be appointed for 12 months (1 year), with a review to be undertaken periodically and at the conclusion of the appointment.
- 7.3 Essential selection criteria:
- 7.3.1 Work collaboratively with SA Country;
 - 7.3.2 Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - 7.3.3 Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
 - 7.3.4 Current Club Coach NCAS accreditation and/or equivalent experience;
 - 7.3.5 Comply with SA Country code of conduct;
 - 7.3.6 Current and valid DCSI clearance;

- 7.3.7 Minimum of three (3) years' experience of coaching a team at Association, District and/or equivalent interstate/international level;
- 7.3.8 Demonstrate a commitment to continuous coaching development with SA Country and/or external opportunities.

8 Development State Team Coach

- 8.1 Development State Team Coach in consultation with the respective State Team Head Coach in the first instance and, HPM and/or HP PCDO, will benefit from exposure to a high performance environment.
- 8.2 The Development Coach will be a positive role model for SA Country and will be appointed for one year (1), with a review to be undertaken periodically and at the conclusion of the appointment.
- 8.3 Essential selection criteria:
 - 8.3.1 Work collaboratively with SA Country;
 - 8.3.2 Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - 8.3.3 Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
 - 8.3.4 Current Community NCAS accreditation and/or equivalent experience;
 - 8.3.5 Comply with SA Country code of conduct;
 - 8.3.6 Current and valid DCSI clearance;
 - 8.3.7 Minimum of one (1) year experience of coaching a team at Association, District and/or equivalent interstate/international level or high level playing experience;
 - 8.3.8 Demonstrate a commitment to continuous coaching development with SA Country and/or external opportunities.

9 Assistant Coaches U14 and U15 Development Team/EADP

- 9.1 Essential selection criteria:
 - 9.1.1 Work collaboratively with SA Country;
 - 9.1.2 Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - 9.1.3 Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
 - 9.1.4 Comply with SA Country code of conduct;
 - 9.1.5 Current and valid DCSI clearance;
 - 9.1.6 Demonstrate a commitment to continuous coaching development with SA Country.

10 Conditions of appointment

- 10.1 Coaches are required to meet the following conditions on appointment to a State Team and/or EADP program:
- 10.1.1 Comply with Junior High Performance Program philosophy;
 - 10.1.2 Always provide your best effort as a representative of SA Country to ensure each athlete has the opportunity to realise their potential;
 - 10.1.3 Aspire to continuously improve Basketball in the country regions of SA;
 - 10.1.4 Dress appropriately in accordance with the requirements by SA Country;

- 10.1.5 Refrain from making or issuing statements of an inappropriate nature either publicly and on all mediums, that may cause SA Country reputational damage;
- 10.1.6 Discuss a grievance with the individual and/or organisation amicably, if the matter cannot be resolved escalate it to the HPM and/or HP PCDO;
- 10.1.7 Not use their position to recruit or influence a player to play for their program, if approached by a player for advice on where to play refer the player to the HPM and/or the HP PCDO;
- 10.1.8 Report any matter of concern to the HPM and/or the HP PCDO in a timely manner;
- 10.1.9 Comply with SA Country policies and procedures;
- 10.1.10 Not hold non-scheduled team training, matches, events or activities without the express permission from the HPM and/or HP PCDO ;
- 10.1.11 Attend every State Team training, trial and/or game unless prior permission has been secured in writing by the HPM and/or HP PCDO;
- 10.1.12 Attend EADP trainings and trial unless prior permission has been secured in writing by the HPM and/or HP PCDO;
- 10.2 Coaches and support team members are subject to the standard disciplinary process in the event of a failure to comply with the conditions of appointment. Serious breaches may lead to the immediate termination of employment. SA Country reserves the right to terminate a coach appointment with immediate effect.

11 Selection and appointment of Coaches

- 11.1 State Team and EADP Coaches will be appointed in accordance with the Coach Application Process set out in Appendix 2;
- 11.2 State Team and EADP Coaches will be appointed for a period of one (1) year, with periodic reviews and an annual review on completion of the term;
- 11.3 SA Country reserves the right not to make an appointment to any position where it is determined there is not a suitable applicant or in exceptional circumstances;
- 11.4 If an appointed Coach withdraws or resigns, SA Country reserves the right to either immediately appoint a replacement or re-open applications;
- 11.5 A Coach that applies for a position in the program may be offered a position within the program outside of their original preference at the discretion of SA Country Basketball.
- 11.6 Any member of the Coach Selection panel who submits an application for a Coaching appointment will be excluded from the Coach Selection panel for the respective Coaching position under consideration. In this case a suitably qualified panel member will be identified to replace the applicant on the Coach Selection panel for the respective Coaching position under consideration.

- 11.7 Any member of the Coach Selection panel must declare a conflict of interest in regards to selection of Coaches, a suitably qualified panel member will be identified to replace the panel member that declares the conflict of interest on the Coach Selection panel for the respective Coaching position under consideration.

12 Conflict of interest

- 12.1 Coaches and Coach Selection Panel members 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 an application.
- 12.2 A conflict of interest is defined as a person who has a relationship with a player or group of players that may affect or may be perceived to affect their ability to view player selection objectively and allocate court time appropriately at an Australian Junior Championships.
- 12.3 A conflict of interest is determined as:
 - 12.3.1 Being related (family) to a player or players who are eligible for selection in the age group and gender in which the application is being made;
 - 12.3.2 Having a personal relationship with the player (friend of the family) with a player or players who are eligible for selection in the age group and gender in which the application is being made;
 - 12.3.3 Any other relationship which may or be perceived to affect the ability of the Coach to view player objectively and allocate court time appropriately at an Australian Junior Championship;
- 12.4 A Coach that is a direct relative of a player who is eligible for selection in the age group will not be selected or appointed. Other conflicts of interest will be assessed by SA Country in determining the selection and appointment of Coaches.

13 Coach honorarium

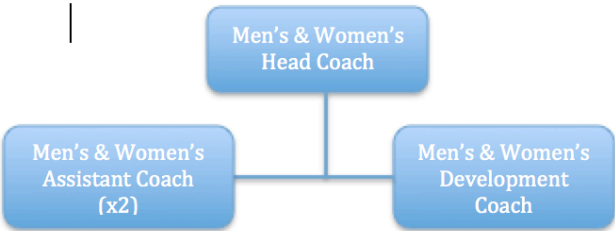
- 13.1 Coaches will be appointed on a volunteer basis, with SA Country (Travel Expenses Policy) providing an honorarium for:
 - 13.1.1 Return travel to training during preparation phase;
 - 13.1.2 Return travel to AJCBC (State Team Coaches);
 - 13.1.3 Accommodation at relevant tournaments (AJCBC, SCC);
 - 13.1.4 Team apparel, a maximum rebate of \$50.
- 13.2 Coaches will be responsible for the payment of their respective meals during the training and competition phase.
- 13.3 Unless written confirmation from SA Country has been provided to the contrary, Development Coaches will not attend the Australian Junior Championships. Should a Development coach want to attend the Championships, they must advise the HPM or HP PCDO in writing within 2 months of appointment. If this request is approved, the Development Coach will need to cover the cost of their travel and accommodation associated with attending the Championships.

Appendix 1 SA Country Basketball High Performance Coach Structure

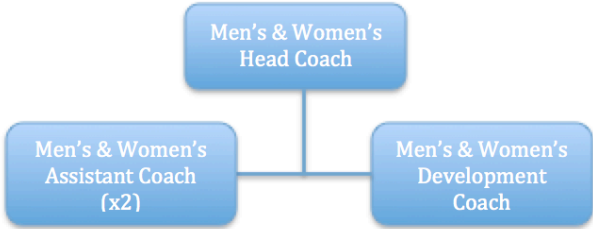
SA Country Basketball High Performance Program Coach Structure

State Performance Program/ State Teams

Under 18 State Team
Competing at the Under 18 Australia Junior Championship



Under 16 State Team
Competing at the Under 16 Australia Junior Championship



Emerging Athlete Development Program/Development Team

Under 18 Development Teams
Competing in January Development Tournament, as well as Training days over October to December.
Please note that the Team Head Coaches will be filled by the Assistant Coaches of the Under 18 State Team

Boys & Girls Team Head Coach X 2

Boys & Girls Team Assistant Coach X 2

Under 16 Development Teams
Competing in January Development Tournament, as well as Training days over December to March.
Please note that the Team Head Coaches will be filled by the Assistant Coaches of the Under 16 State Team

Boys & Girls Team Head Coach X 2

Boys & Girls Team Assistant Coach X 2

Under 15 Development Teams
Competing in January Development Tournament, as well as Training days over December to March

Boys & Girls Team Head Coach X 2

Boys & Girls Team Assistant Coach X 4

Under 14 Development Team
Competing in January Development Tournament, as well as Training days over December to March

Boys & Girls Team Head Coach X 3

Boys & Girls Team Assistant Coach X 3

Appendix 2 Coach Application process

1 Coach application process

- 1.1 Applications will open 1st August annually and advertised via direct communication to SA Country Associations and on SA Country mediums;
- 1.2 The Coach Selection panel will consist of the Executive Officer (EO), HPM, HP PCDO;
- 1.3 Coaches will be short listed against the selection criteria and interviewed if necessary;
- 1.4 Interviews if necessary will be conducted by the Coach Selection panel, either in person or by electronic medium;
- 1.5 Successful Coaches will be offered a position and once accepted, appointments will be published on SA Country's mediums;
- 1.6 On request, unsuccessful Coaches will be provided with feedback regarding their application;
- 1.7 Successful Coaches must agree to comply with all terms and conditions of appointment outlined in this guideline, read, and sign and return a High Performance Coach Agreement.

