



**NORTHSIDE WIZARDS BASKETBALL**  
**REPRESENTATIVE TEAM COACH SELECTION POLICY**

**IMPLEMENTATION DATE - AUGUST 2023**

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Area of Responsibility: High Performance

Last Updated: 22nd of August 2023

Policy Number: POLTD1

**Purpose:**

The purpose of this policy is to document the selection criteria used for Representative Team coaches and the expected standards that are to be met once appointed.

Applications will be called for the following Representative Team positions each year (age groups Under 12, Under 14, Under 16 and Under 18):

1. Head Coach
2. Assistant/Development Coach

Manager appointments will be made in consultation with NWB once coach appointments are made.

**1.1 Selection Process for Representative Team Head Coach Positions**

- a. Applications for head coach positions will be advertised each year.
- b. Candidates for Northside Wizards Representative Team Head Coaching positions must apply formally in the form prescribed.
- c. Northside Wizards (NWB) will only accept applications from holders of a current Blue Card/Exemption Card at the time of application and registered NWB Coaches.
- d. Applicants for a position must meet the Essential Criteria for that position. In addition, the other criteria will be assessed in the following manner:
  - d. Highly Desirable Criteria will weigh heavily in favour of applicants who comply.
  - II. Desirable Selection Criteria will be considered, when necessary, in making selection decisions.
- e. Eligible applicants who meet the selection criteria will be reviewed by a selection panel consisting of the NWB CEO, the Coaching Director, and a third panel member nominated by the Coaching Director.
- f. A shortlist for interview will be determined by the selection panel and selected applicants will be invited to interview for the Head coach position if required.
- g. Following the application, shortlist and interview process assessing the selection criteria, recommendation will be made by the selection panel to the Director of High Performance (or the President of NWB should a conflict of interest apply) for ratification that the prescribed process was applied.

**1.2 Selection Process for Representative Team Assistant & Development Coach Positions**

- a. Advertising for Expressions of Interest (EOI) for NWB Assistant coach and development coach positions will be sought annually from registered coaches.

b. Suitable candidates for appointment will be determined by a panel consisting of the NWB CEO, the Coaching Director, and the respective Team Head Coach

### **1.3 Focus of the NWB Performance Program and Representative Team Coaching Role**

#### Head Coach

Head Coach will be required to liaise and report directly to the Coaching Director or their delegate and are responsible for the provision of an appropriate sports program, including: Technical, Tactical, Physiological, Psychological and Well Being (welfare) as determined by NWB and directed by the Coaching Director. Head Coaches will provide a professional and positive learning environment for athletes and coaching staff and accepts the responsibility of being a positive role model for Northside Wizards.

A thorough understanding of NWB Style of Play (when developed) is necessary. Head Coaches will be appointed for a period of one (1) season.

#### Assistant and Development Coach

Assistant/Development Coaches will be required to liaise and report directly with the respective Representative Team Head Coach and, on occasion, the Coaching Director. They will assist the Representative Team Head Coaches in the provision of a robust sports program and provide a professional and positive learning environment for athletes.

Assistant/Development Coaches accept the responsibility of being a positive role model for Northside Wizards. Coaches will be appointed for a period of one (1) season.

### **1.4 Core Values and Principles of Representatives of NWB**

As a member of Northside Wizards Basketball, you are committed to:

- a. Adhering to the policies of NWB and Basketball Queensland, the Coaches Code of Ethics, the Code of Conduct and the direction and Instruction provided by the Coaching Director.
- b. Putting the needs of the team and athletes first and foremost.
- c. Accept the responsibility of being a positive role model for Northside Wizards.
- d. Practice and compete at their absolute best effort knowing they are representing each registered member of NWB.
- e. Practice and compete with the highest level of disciplined sportsmanship and behave at the highest level of citizenship.
- f. Improving basketball at Northside Wizards.

### **1.5 Selection Criteria**

#### **1.5.1 Essential Selection Criteria:**

Detailed below are the essential criteria for selection of coaches to Northside Wizards Representative Teams. They will be used by coach selection panel members for endorsement of nominating coaches prior to ratification by the Director of High Performance at NWB.

#### **1.5.1.1 Head Coaches**

- a. Works collaboratively with NWB.
- b. Has demonstrated an understanding of the NWB style of play using these principles when coaching.
- c. Acts in a manner reflecting the core values and principles of NWB.
- d. Current Association Coach (Level 2) Accreditation or ability to attain Association Accreditation in the near future for Division 1 teams.
- e. Adheres to Basketball Queensland Code of Conduct.
- f. Demonstrated Head Coach abilities, skills and attributes including relevant experience or demonstrated potential to be a Head Coach.
- g. Recent experience (within the last three (3) years) in junior elite level and/or domestic club competition programs.
- h. Previous success in relevant elite junior (or similar) development/competition programs.
- i. Evidence of a positive notice to work with young people from the Commission for Children and Young People (Blue Card/Exemption Card).
- j. Current Basketball Resume which includes a record of recent (minimum 3 years) coaching experience.

#### **1.5.1.2 Assistant Coaches and Development Coaches**

- a. Works collaboratively with NWB.
- b. Acts in a manner reflecting the core values and principles of NWB.
- c. Current Club Coach (Level 1) Accreditation.
- d. Proven evidence of adhering to NWB Code of Conduct and Code of Ethics.
- e. Evidence of a positive notice to work with young people from the Commission for Children and Young People (Blue Card/Exemption Card).
- f. Recent experience (last 3 years) or potential to coach in junior elite and/or highperformance competition programs.

### **1.5.2 Highly Desirable Selection Criteria**

#### **1.5.2.1 Head Coaches**

- a. Currently actively coaching at NWB.
- b. Currently living in Northside Wizards region.
- c. Previous experience coaching at BQ State Championships, SQJBC or higher level and a proven record at elite youth level.
- d. Previous experience as Head Coach or Assistant Coach in other Representative Team programs.
- e. Proven leadership skills which demonstrate the ability to liaise closely with Assistant Coaches and Team Managers to provide effective team leadership and management skills while working under supervision of the Coaching Director.
- f. No matters that would be or be perceived to be a conflict of interest (i.e., a relationship with a player or group of players that may affect your ability to apply the player selection policy objectively and allocate court time appropriately at SQJBC or State Championships) as defined in section 1.8 of this document.

#### **1.5.2.2 Assistant Coaches and Development Coaches**

- a. Ability to attain Association (Level 2) Accreditation in near future.
- b. Currently actively coaching at NWB.
- c. Currently living in the Northside Wizards region.
- d. Previous experience coaching in SQJBC or State Championships.
- e. Proven work leadership skills, demonstrating your ability to assist the Head Coach and Team Manager to achieve their team logistical goals.
- f. No matters that would be or be perceived to be a conflict of interest (i.e., a relationship with a player or group of players that may affect your ability to apply the player selection policy objectively and allocate court time appropriately at SQJBC or State Championships) as defined in clause 1.8 of this document.

### **1.6 Conditions of Appointment**

All coaches are required to meet the following obligations if appointed to the position of NWB Representative Team Coach. Representative Team staff are subject to standard disciplinary processes in the event of a failure to comply to the NWB conditions in this policy. Serious breaches may lead to the immediate termination of the Representative Team coaching appointment.

#### **1.6.1 All Coaches**

- a. As a coach in the NWB Representative Program, you are a representative of NWB. As such, you must ensure that you dress in appropriate attire while performing the role, use your best endeavours to promote the interests of NWB and must refrain from making any comments that made damage the reputation of NWB, its Board, management and staff. This includes comments on social media and other electronic platforms or in person.

- b. Coaches will not, as a NWB Official and on behalf of NWB, issue any verbal or written comments in reply to any criticism of their Representative Team or NWB.
- c. Should any Coach have any grievance or problem with any individual or organisation inside or outside their Representative Team, which cannot be immediately resolved amicably through consultation with the party, they must first discuss the matter with the Coaching Director as soon as possible.
- d. Coaches are not to use their position in recruiting players into a club they are associated with or moving to. Should a player approach a coach for advice on a “best path to follow”, the coach is to refer the player to the Coaching Director for advice on decisions around club transfers.
- e. Coaches are required to report any requested information in a timely manner and to the satisfaction of the Coaching Director.
- f. Coaches are required to comply with the requirements of the Commissioner for Children and Young People Act Northside Wizards, 2000. They will be required to sign a declaration of compliance with the NWB Child Protection Policy. They must agree to mandatory screening through appropriate government approved screening agencies and must obtain a positive notice to enable them to work with children before making application for a coaching position (i.e., they must hold a current Blue Card before they apply for a Representative Team coaching position). Prohibited persons must not apply for coaching positions with NWB. A prohibited person is any person who has a criminal record in relation to child abuse and sexual assault, apprehended violence orders related to child protection or has had relevant disciplinary action related to child protection taken against them.
- g. Coaches are required to adhere to all NWB policies, By-Laws and procedures and conduct selection for the Representative Team, in accordance with the NWB Athlete Selection Policy.
- h. Coaches are required to adhere to the Basketball Queensland’s Coach’s Code of Conduct and Basketball Queensland’s Code of Ethics.
- i. Coaches are required to hold training sessions only at those times and locations approved by the Coaching Director. Additional training may be approved following review of the Representative Team Head Coach’s “Macro Plan” by the Coaching Director.
- j. Coaches must consider the individual workloads of athletes, including recognition of Basketball Queensland and club duties (although at times it is recognised that program clashes are unavoidable due to the number of commitments athletes have).
- k. Coaches are required to, at all times, work cooperatively with, and provide support for their Representative Team Manager in the carrying out of the manager’s duties.
- l. Coaches are required to, at all times, work cooperatively with, and support the Coaching Director.

### **1.6.2 Operational Conditions – Head Coach**

- a. The Head Coach is the custodian of the Representative Team on behalf of NWB. Therefore, is a member of a greater team and organisation with responsibilities and accountabilities to the overall organisation.

b. The Head Coach, in collaboration with Coaching Director (or delegate) is required plan and provide a detailed Team Preparation Plan to the Coaching Director for approval PRIOR to any communication with prospective athletes in the age group.

c. The Head Coach will work actively with the Assistant Coach and Development Coach (when applicable) to make their Representative Team appointments a worthwhile experience to maximise their benefit to the Representative Team and to assist them in their coaching development.

d. Within 21 days of the conclusion of the State Championships the Head Coach will attend a debrief meeting with the Coaching Director to report on their team's preparation and performance at the State Championships. The guidelines for this will be set by the Coaching Director.at the beginning of the season.

e. Coaches must engage with the parents of players who are minors (i.e., players under the age of 18) to keep parents informed of their child's progress and to discuss any issues or concern that they may have or vice versa.

### **1.7 Selection and Review Guidelines - All Applicants**

a. NWB reserves the right not to make an appointment to any position where it deems that there is not a suitable applicants or for any other special circumstances. In these cases, the position will be re-advertised or a recommendation for a direct appointment will be made by the Selection Panel through the NWB CEO to the Director of High Performance.

b. If an appointed coach to any position withdraws, NWB reserves the right to either immediately appoint a replacement or to re-open applications.

c. A coach appointed pursuant to this policy may have that appointment withdrawn and that person shall be removed as a coach in the absolute discretion of NWB.

### **1.8 Conflicts of Interest**

Applicants for the Head Coach, Assistant Coach or Development 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 or group of players that may affect or be perceived to affect their ability to apply the player selection policy objectively and allocate court time appropriately at SQJBC or State Championships. A conflict of interest is determined as:

a. Being related to (father, mother, brother, sister, uncle, aunty, etc.) a player or players who are eligible for selection in the age group and gender in which the application is being made; or

b. Coaching a player in a club team that is in the age group and gender in which you are applying for as a Representative Team coaching position; or

c. Having 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; or



d. Any other relationship which may be or be perceived to affect the ability of the coach to apply the player selection policy objectively and allocate court time appropriately at SQJBC or State Championships.

All conflicts of interest will be assessed by the selectors and the Director of High Performance NWB (or the President of NWB should a conflict of interest apply) in determining the selection of applicants.

### **1.9 Manner in Which Applications Will be Processed**

- a. Applications will be advertised in a form prescribed by NWB from time to time.
- b. Completed applications must be received at NWB by closing date to be considered.
- c. Receipt of the application will be acknowledged to applicant.
- d. Applications will be checked for compliance with selection criteria and listed for presentation to Selection Panel.
- e. A group of Coaches will be short-listed by the Selection Panel and will be interviewed (if required).
- f. Interviews will be conducted by the Representative Team Coach Selection Panel (in whole or in part). Interviews may be in person or by electronic medium. (Applicants will not be informed of selection decisions at time of interview).
- g. The Representative Team Coach Selection Panel will deliberate and endorse the potential coaches each Representative Team.
- h. Once the NWB Director of High Performance (or President of NWB where a conflict of interest occurs) approves the Head Coaches the successful and unsuccessful Head Coach applicants are advised of the selection outcomes.
- i. The appointments are published to interested parties and posted on NWB website and social media platforms.
- j. Unsuccessful applicants will be provided feedback about their application and why they were unsuccessful.
- k. A list of preferred Assistant Coaches, Development Coaches and Team Managers is provided to the appointed Head Coaches for ratification. The Head Coach requirements will be discussed and necessary changes to the proposed appointments may be made.
- l. Successful applicants must agree to abide by “conditions of appointment” by NWB.