



DEVONPORT BASKETBALL COUNCIL INC

SELECTION CRITERIA – COACHING APPOINTMENTS

The following criteria will be taken into consideration during the selection process.

Desired attributes

- ◆ *Strong basketball background in playing, coaching, evaluating*
- ◆ *Strong interest and commitment to child/athlete development*
- ◆ *Ability to work with fellow coaching personnel*
- ◆ *Ability to communicate on and off court requirements to players and parents*
- ◆ *Available to meet time requirements*
- ◆ *Desired Accreditation - minimum Level 1 or the intention to undertake Level 1 coaching course.*

Selection Criteria

1. **To undertake coaching duties** of the team under the general guidance and direction of the Devonport Basketball Club guidelines and without bias or prejudice.
 - a. Suitability of the applicant in terms of behaviour, ethics, attitude etc. to represent the Devonport Basketball Council.
 - b. Involvement in other Basketball Coaching programs at the relevant age level.
2. **To familiarize yourself** with the quality of the players in all teams in the age group in which you have been appointed.
 - a. Coaches of representative teams of the Devonport Basketball Council must attempt to be available to attend junior domestic games for the purpose of player assessment.
3. **To attend Coaches Group** meetings that may be held during the course of the season.
 - a. Commitment to support and be an active member of the Devonport Basketball Council Coaches Group if/when established.
4. To be familiar with and agree to the terms of the Coaches Code of Conduct available on the Devonport Basketball Council web-site – www.devonportwarriors.com.au
5. **For all team communications** to be through the appointed Manager and direct any concerns, queries or complaints through the appropriate channels. All team officials will be provided with a coaches/managers handbook.
6. To provide quality leadership to players and team officials

7. Have the ability to teach and develop all members of your team.
8. **To have a current signed Prohibited Persons Declaration** or Suitability Card for Child Related Employment and if successful and appointed to a junior coaching position a current National/State Police Check will be required.
9. **Prior Experience** in coaching representative teams will be a consideration.
 - a. Coaching record and relevant experience and qualifications.
 - b. Ability of the applicant to coach the age group and sex in question.
10. **Communication and interpersonal skills** to be approachable and work assertively with players in the age group to deliver clear, engaging and effective presentation to support coaching. To communicate in work with others including parents, peers and relevant basketball officials.
11. **Planning and organisation skills** to determine goals, plans and prepare appropriate skills, drills, strategic plays and activities that meet the fitness and skill needs of individuals and the team during training sessions and games.
12. **Observation skills** of individuals and groups to identify learning needs and corrective strategies demonstrating a commitment to player and team development
13. **Problem Solving Skills** and techniques to identify and manage inappropriate behaviour. To recognize and accommodate the needs and differences of individual players with varying ability levels in the same team.
14. **Team work skills** to work effectively with players, parents and relevant basketball officials as the leader of the team. To consult with peers and other relevant club or external personnel on opportunity for ongoing development and improvement.
15. **Self Management Skills** to manage time, seek feedback from relevant others, reflect on personal style and identify opportunities for improvement.
16. **Preparedness of the applicant** to adhere to guidelines and procedures of the Devonport Basketball Council
17. **Technical capacity** of the individual to hold the position.
18. Consideration will be given to the applicant and their desire to improve their Coaching skills and gain experience at a higher level of Basketball Coaching
19. If appointment as Head Coach is made he/she will work actively with the Assistant Coach/Apprentice Coach to make their experience with the Devonport Warriors representative team worthwhile, to maximize their benefit to the team and to assist in their coaching development.
20. Approval from the DBC must be sought by the coach for any events, trainings, tours, games outside the standard calendar approved by the DBC.
21. Previous commitment and service to the Devonport Basketball Council may be considered.
22. It is preferred that junior team coaches do not coach teams where their sons/daughters are potentially involved in the age bracket. The DBC reserves the right to appoint a parent coach if it deems that there are no other suitable coaches to fill the position and the DBC is confident that the coach can perform his/her coaching duties in an impartial manner.
23. Should any coach have a grievance or problem with any individual or organisation inside or outside their DBC Representative Team, which cannot be immediately

resolved amicably, they must first discuss the matter with the DBC Junior Commission. If it cannot be resolved then the coach must discuss it with the DBC Association Mentor/Coach Coordinator.

24. Coaches will maintain regular contact with the Coaches group, providing and receiving feedback, advice, input and development.
25. Abide by the Fair Play Code of the Association

If you are appointed to a Head Coach position the Devonport Basketball Council will strongly encourage that you work with an assistant coach and/or apprentice coach. Assistant Coach appointments will be performed by the DBC in consultation with the Head Coach, once the Head Coach is selected.

The DBC 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.

The DBC reserves the right to re-open applications for any positions, if it decides not to make an appointment after the first round of applicants is considered.

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

Application Process

1. Applications advertised via the web-site, newspaper and communication to the basketball community. Application forms made available via the DBC website and distributed throughout the basketball community.
2. Completed applications received at DBC by the nominated closing date.
3. Acknowledgement of application is provided to the applicant
4. Applications checked for compliance with criteria and listed for presentation to the Selection Panel
5. Selection Panel considers the applications
6. Coaches short listed for interview if required.
7. Interviews conducted if required, in person.
8. Selection Panel selects coaches for advertised positions
9. Names of selected coaches submitted to the DBC for ratification.
10. Candidates both successful and unsuccessful notified via phone and in writing.
11. Successful applicants must agree (signed agreement) to abide by the conditions of appointment.
12. Successful applicants will be posted on the DBC Website within 7 days of the applicants being advised of appointments.

Application Procedure

1. Application form to be downloaded from the web site and ALL sections completed and returned to the DBC by the due date.
2. Applicants should retain the criteria and conditions for their own information.

FAIR PLAY CODE FOR JUNIOR COACHES

1. I will be reasonable when scheduling games and practices remembering that young athletes have other interests and obligations.
2. I will teach my athletes to play fairly and to respect the rules, officials, opponents and teammates.
3. I will ensure all athletes receive equal instruction, discipline, support and appropriate, playing time.
4. I will not ridicule or yell at my athletes for making mistakes or for performing poorly. I will remember that children play for enjoyment and must be encouraged to have confidence in themselves.
5. I will make sure that equipment and facilities are safe and match the athlete's ages and ability.
6. I will remember that children need a coach they can respect. I will be generous with praise and set a good example.
7. I will obtain proper training and continue to upgrade my coaching skills.

I agree to abide by the principles of the FAIR PLAY CODE as set by Devonport Basketball Council.

I also agree to abide by the rules, regulations and decisions as set by the Devonport Basketball Council

PRINT NAME _____
DATE _____
SIGNATURE: COACH _____