

# TOWNSVILLE BASKETBALL INCORPORATED (TBI)

## Representative Coach Selection Policy

**Policy Owner:** General Manager

**Approved by:** TBI Board of Directors

**Next Review:** August 2025

### 1. Purpose

The purpose of this policy is to document the selection criteria used for Representative team coaches.

Applications will be called for the following Team positions each year:

#### Head Coach

- Under 18 Girls
- Under 18 Boys
- Under 16 Girls
- Under 16 Boys
- Under 14 Girls
- Under 14 Boys
- Under 12 Girls
- Under 12 Boys

#### Selection Process

- Applications for head coach positions will be advertised 1 month before the first trial each year.
- Candidates for Townsville Basketball Representative Team Head Coaching positions must apply formally in the form prescribed.
- Applicants for a Head Coach position must meet the Essential Criteria for that position. In addition, the other criteria will be assessed in the following manner:
  - Highly Desirable Criteria will weigh heavily in favor of applicants who comply.
  - Desirable Selection Criteria will be considered, when necessary, in making selection decisions.
- Observations and coaching review feedback by the PCDM will be taken into consideration for those applicants who have coached previously at the representative level
- A shortlist of interviews will be determined by the player coach development manager and selected applicants will be invited to interview (if required) for the Head coach position.
- Following the application, shortlist and interview process assessing the selection criteria, recommendations will be made by the selection panel to the Player and Coach Development Manager (PCDM) who will have the final input.

#### Essential Selection Criteria

Detailed below are the essential criteria for selection of coaches to Townsville Basketball Teams. They will be used by coach selection panel members for endorsement of nominating coaches prior to ratification by the PCDM

#### Head Coaches

- Has demonstrated an understanding of the TBI style of play using these principles when coaching.

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- Current or working towards Association Coach (Level 2) Accreditation.
- Currently a registered coach with BQ.
- Demonstrated Head Coach abilities, skills and attributes including relevant experience or demonstrated potential to be a Head Coach.
- Recent experience within the last three (3) years) in junior coaching, representative level is preferred.
- Evidence of positive notice to work with young people from the Commission for Children and Young People (Blue Card)

## Highly Desirable Selection Criteria

### Head Coaches

- Currently actively coaching at a TBI Affiliated Club.
- Previous experience coaching at Basketball Queensland affiliated tournaments and events.
- Previous experience as Head Coach or Assistant Coach of Townsville Representative teams or elite junior level teams (state teams).
- Proven leadership skills which demonstrate the ability to liaise closely with Assistant Coaches and Team Managers to provide effective team management skills while working under the supervision of PCDM.
- Able to provide evidence of positive guidance and professional influence over all players and coaching staff.

## Desirable Selection Criteria

### Head Coaches

- Demonstrated skill in team coaching at the relevant age and a proficient understanding and application of the TBI Style of Play (SOP)
- Technical (fundamentals and advanced skills).
- Tactical (principles of play and concepts: situational specific and game strategy) and aligning with SOP philosophies.
- Physiological (preparation, competition/practice, and adequate recovery); and
- Psychological (effective communication, developing relationships with stakeholders, goal setting, time management and mental skills training).
- Demonstrated ability to work within a junior level "high-performance" program, which
- Demonstrated ability to work within a provided program framework
- Demonstrate leadership with Assistant Coaches (including assignment of appropriate roles).
- Consultation, communication, and coordination with Team Managers as it relates to the managers' roles and responsibilities.
- Ability to liaise with key stakeholders (including parents/guardians; association representative coaches and TBI representatives).
- Demonstrated understanding and ability to communicate appropriately in the coordination of selectors, preparation, competition, and post competitions phases (including reporting to the PCDM).
- Demonstrated knowledge, understanding and application of junior structure, pathways and philosophies and their integration with the relevant TBI programming.

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## Application Process

- Applications will be advertised in a form prescribed by PCDM.
- Completed applications must be received by TBI by the advertised closing date. Late applications could be considered on a case-by-case basis.
- Applications will be checked for compliance with selection criteria and listed for presentation to the Selection Panel.
- Applications in which a parent of a player has applied for a Head Coach position in the same age group as their child will be **assessed on a case-by-case basis**. Considerations will include potential conflicts of interest, team dynamics, and the applicant's qualifications and experience.
- The Representative Team Coach Selection Panel will consist of three people.
  - Independent (not a TBI staff member)
  - PCDM (without any conflict of interest)
  - Third panel member nominated by the PCDM
- All applications will be shortlisted by PCDM.
- Interviews if required will be conducted by the Selection Panel
- Interviews may be in person or by electronic media. Applicants will not be informed of selection decisions at the time of interview.
- The Representative Team Coach Selection Panel will deliberate and endorse (referencing the selection criteria) the potential coaches for each Representative Team.
- Once the PCDM and TBI Operations Manager approves the final Head Coach positions, the successful applicants will be advised:
- Phone call from PCDM to offer the Head Coach position
- Once verbally accepted, PCDM to email Formal written offer, including role details, expectations, and next steps.
- Once the position of Head Coach for each team has been accepted by the successful applicant, the Operations Manager will email the Coaches Agreement Contract for the Head Coach to complete. This includes blue card details which must be valid.
- All unsuccessful applicants will be notified by email from PCDM. Feedback will be provided by email upon written request. These applicants may be offered a division 2 or division 3 Head Coaching position or an assistant coaching position.
- PCDM will provide Head Coaches with Assistant Coach nominations. Together, the Head Coach and PCDM will select an appropriate Assistant Coach for the team.
- Head Coaches are required to email the Operations Manager regarding possible candidates for the Team Manager role **before** approaching/selecting managers.

## Document Control and Version History

| Version | Date Approved | Approved By        | Policy Owner    | Next Review Date | Summary of Changes |
|---------|---------------|--------------------|-----------------|------------------|--------------------|
| 1.0     | August 2025   | Board of Directors | General Manager | August 2027      | Initial issue      |