



BASKETBALL NWT COACH SELECTION POLICY

1.0 INTRODUCTION

BNWT is committed to the selection of coaches in a manner that is objective, consistent and transparent. The selection process is based upon a set of mandatory requirements and a number of evaluated criteria. This statement is intended to provide further elaboration of the approach to evaluating the relevant criteria. As an opportunity to coach a team at the NWT level arises, an advertising campaign will notify interested applicants.

Successful candidates will be expected to sign a code of conduct and carry themselves in a professional manner on and off the court.

2.0 APPLICATION PROCESS & REQUIREMENTS

Openings for Coach positions will be posted on the BNWT website with full job description for a minimum of two (2) weeks. Other modes of communication may also be used but are not required. Job postings must include all qualifications required by the Technical Package for the competition, all selection criteria to be considered by BNWT and the documents and information to be included in the application.

Applications received after the due date will not be considered, exception for exceptional circumstances and vacant positions.

3.0 SELECTION COMMITTEE

BNWT shall appoint a Selection Committee to select the coaches. The Selection Committee's purpose is to assist the Board in the oversight responsibilities of coach selections. The Selection Committee shall be composed of members that have expertise in technical matters in the sport of Basketball.

The Selection Committee shall include at least two BNWT Board members. A minimum of one member of the Selection Committee must reside outside of the City of Yellowknife. There must be an odd number of people on the Selection Committee.

4.0 SELECTION PROCESS

The Executive Director will acknowledge receipt of all applications and forward all to the Selection Committee. Eligible applicants will be contacted within 2 weeks of the application deadline to schedule interviews, if needed.

The Selection Committee will review all applications and they will complete an evaluation criteria sheet for each applicant. The Board must approve the applicants recommended by the Selection Committee.

Where the selection is for an Assistant Coach and/or a Manager position; the Selection Committee will evaluate (criteria sheet) and approve a list of qualified applicants. The Head Coach will make the final selection for the manager and/or assistant coach position from the list provided by the Selection Committee.

5.0 CONFLICT OF INTEREST

The Selection Committee members must declare all potential conflicts of interest in writing to the Executive Director and/or the President.

Coaches are responsible for declaring any potential conflict of in interest that may arise throughout the program.



6.0 MANDATORY CRITERIA

The mandatory criteria invoke a pass/fail response. The applicant has either met the criteria or not. Mandatory criteria include the following:

a) *CRIMINAL RECORDS CHECK.*

A current Vulnerable Sector Check from the local RCMP detachment should be submitted with the application.

b) *TECHNICAL QUALIFICATIONS.*

The application should include written evidence that the required technical qualifications have been obtained. Alternatively, the applicant must provide a written commitment to complete the required technical qualifications.

c) *MEMBER OF BNWT*

The coach must be an active member in good standing of BNWT and be registered through the Coaching Association of Canada (CAC). Coaches residing outside the NWT may apply but must register with BNWT. Preference may be given to NWT residents.

d) *VALID PASSPORT*

For international competitions, applicants must provide a copy of a valid passport.

e) *AGE REQUIREMENT*

Must be above the age of 18.

7.0 APPEALS

Basketball NWT will not consider appeals on their coach selection process.



8.0 EVALUATION CRITERIA

Each of the following criteria will be evaluated on a scale of one (low) to five (high). Each Committee member will evaluate each applicant individually before determining an aggregate evaluation for the Committee. The Committee will assign a score for each criterion prior to starting the evaluations. The weight of each criteria may vary to fulfill the requirements set by the Board for each competition (i.e. Competitions may be utilized for coach development while other competitions may require a higher level of certification).

Applicants will be asked to address the following criteria in their applications.

Criteria	Maximum Score	Assigned Score
Personal Development		
• Formal Education		
• Leadership and Management Training		
• Volunteer Experience in Basketball		
Playing/Coaching Experience		
• Level and Extent of Playing Experience		
• Level and Extent of Coaching Experience		
• Other Relevant Experience		
Coaching Knowledge and Philosophy (N/A for Mgr)		
• Personal Coaching Philosophy		
• Personal Goals in Coaching		
• Knowledge of Building Team Unity		
• Knowledge of Player Evaluation and Selection		
• Technical and Tactical Knowledge for Short-term Competition		
Inter-personal Skills		
• Ability to work with Others		
• Clear Personal Values		