

COBURG BASKETBALL ASSOCIATION INC.	
Association Registration Number	A0004336V
ABN	60 133 828
Telephone	03 9355 7200



Coburg Basketball Association Giants Representative Coaching Appointment Selection Process

Aim

To deliver a transparent, fair and consistent selection process that ensures standards are met for coach and assistant coach selections and appointments for all Coburg Basketball Association (CBA) Giants (Rep) Junior and Senior (Big V) representative teams.

The policy will ensure the CBA attracts and retains the best coaching talent available, and that all coaches are aligned to CBA's vision, and values.

Process

Coaching positions will be advertised via the CBA website, and through other websites and forms of media as deemed appropriate.

All Coaching selections and appointments will be, reasonably practicable, and free of conflict of interest.

Coaches and assistant coaches will be assessed and selected based on, but not limited to, the following attributes:

- Knowledge
- Experience
- Capability
- Leadership
- Background
- Performance
- Qualifications; and
- Alignment to CBA's vision, and values.

All those seeking selection must apply by the date nominated.

Failure to do so may void the application.

Conflict of Interest

CBA will make decisions that are in the best interest of the player/child, its coaches, the CBA, its members and its programs.

Conflicts of interest either real or perceived can cause significant issues if not dealt with effectively.

Coaches and assistant coaches must declare any conflict of interest or perceived conflict of interest in their application.

Failure to do so can result in non-selection or removal from coaching positions.

COBURG BASKETBALL ASSOCIATION INC.	
Association Registration Number	A0004336V
ABN	60 133 828
Telephone	03 9355 7200



Director of Coaching

The Director of Coaching (DOC) is responsible to ensure the implementation and monitoring of this policy and procedure.

DOC must provide reviews for all coaches and assistant coaches at the end of season.

Coaching Appointment Procedure

The following selection procedure for coaches will be followed:

1. All coaching positions will be advertised on CBA website
2. Open dates and closing dates for application will be clearly defined on advertisement
3. Annual advertisement for coaches will occur prior to VJBL and Big V season and prior to tryouts announcement
4. All coaching applicants for VJBL must nominate at least three (3) preferred teams in their application
5. All coaching applicants must submit evidence of accreditations, qualifications and any references upon interview.
6. Applicants who are unsuccessful for coaching position may be considered for assistant coaching positions
7. If coaching applicants opt- out after appointment, the assistant coach will be considered to fill position
8. All coaches must have at least BV level 1 accreditation and all assistants at least Level 0 accreditation
9. Applicants must declare any conflict of interest in their application and failure to do so may result in non – selection or removal from position
10. All coaches and assistant coaches must hold valid Working With Children card (WWCC) and must present this otherwise they will not be considered for application

Note: Any WWCC due to expire during a season, it is the responsibility of the individual not ASSOCIATION to follow up. Evidence of renewal must be provided to registrar

11. Applicants may be subject to an interview with DOC and CBA committee member
12. DOC will review and make recommendations for coaching selections
13. CBA Board with recommendations from DOC will sign off all coaching appointments
14. All coaches / assistant coaches will be notified of the outcome of selection process by email from DOC
15. All appointed coaching staff are required to read and understand BV coaches code of conduct
16. All coaches / assistant coaches are required to read and sign coaching contract prior to commencing coaching
17. Coaches and assistant coaches will be appointed for one (1) season only with positions and selections subject to review
18. All selections and appointments are final

Document Name	CBA Giants Coaching Appointment Procedure		
Version No.	1	Date of Approval:	1/10/2020
Approved by	CBA Board	Review Date: 1/12/2021	Every 12 months