

# Geelong UnitedBasketba



## Vision

To be recognised as the leading regional basketball association in Australia

## Purpose

1. To create a framework for clubs, athletes, coaches, officials and volunteers to contribute and grow

2. To create pathways for participation and excellence in Basketball
3. Showcase the health, lifestyle and social benefits of Basketball

## Value

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united      inclusive      professional integrity

## Pathways

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Create pathways for every player, coach and official to achieve excellence according to their desires and abilities.

### **GEELONG UNITED BASKETBALL**

#### **Big V Coach Selection Policy**

Implemented – July 2019

#### **PURPOSE**

The aim of this coach selection policy is to ensure that required standards are met in the appointment of the BIG V Geelong United Representative Team head and assistant coaching staff.

**ALL APPLICANTS MUST READ THE FOLLOWING  
INFORMATION CAREFULLY BEFORE SUBMITTING AN APPLICATION**

## **1. POLICY**

Applications are called for the following positions for Geelong United Representative Teams (Male & Female Open Age and Male & Female Youth League) competing in the (BIG V) Representative Season:

- Head Coach
- Assistant Coach

Applicants **must** meet Eligibility Criteria and Essential Selection Criteria (for each respective position applying for) to be considered for appointment.

Highly Desirable Criteria is viewed favourably in support of applications and will be considered when making final selection decisions.

**Geelong United will only accept applications from holders of a current, valid Working With Children Check/or have applied for one at the time of application. Evidence must be included with the application.**

Only fully completed applications will be considered

## **2. PROGRAM OUTLINE**

The BIG V Teams form an important part of the Geelong United pathway; which involves the careful planning and synchronisation of player progression from U12 – NBL1 (dependent on selection). It forms an essential pathway for players and coaches to progress onto State and National Performance Programs. Consequently, the BIG V Representative Team Program provides further developmental avenues for our Coaches, as well as Players.

### **Geelong United Program Philosophy**

1. Athlete Focussed
2. Coach Facilitated
3. Administratively Supported
4. Long-Term Player Development and Performance Based

Head Coaches of each team:

- Will provide a well-prepared, organised and positive learning environment for players and coaching staff.
- Accept the responsibility of being a positive role model for Geelong United befitting the position of BIG V Team Head Coach.
- Understands the Geelong United Coaching, Talent Development Philosophies and Program Pathways.
- Liaises and reports to the Performance Program Director.

Assistant Coach of each team:

- Assists the Head Coach in the provision of a well prepared, organised and positive learning environment for players.
- Accept the responsibility of being a positive role model for Geelong United befitting the position of BIG V Team Assistant Coach.
- Liaises and reports to the BIG V Head Coach

### **3. ELIGIBILITY CRITERIA**

The following is required to determine eligibility for appointment prior to consideration of any selection criteria. Applicants not meeting the following criteria are not eligible for appointment.

- Must be in the possession of a Suitability Card for Child Related Employment (Working with Children Check) or show evidence that one is in the process of being attained
- Registered coach with Geelong United Basketball

### **4. ESSENTIAL SELECTION CRITERIA**

Note: Be sure to read carefully the essential selection criteria for the respective representative team program nominating for. There are subtle differences between section 4.1 and 4.2.

#### **4.1. OPEN AGE GEELONG UNITED BIG V (Male/Female) Teams**

##### **Head Coaches Only**

- Current Association Level (Level 2) Coach Accreditation (or ability to attain as soon as possible). At present this is aspirational
- Proven evidence of adhering to BV Code of Conduct
- Proven evidence of reflecting the core values of Geelong United Basketball.

- Currently actively coaching within at least one of the following:
  - Geelong United Domestic Competition
  - Geelong United Development or Performance Programs AND/OR Geelong United Senior Rep Program (Youth League, BIG V or NBL1).
  - Basketball Victoria Futures Development, or State and National Performance, Programs.
  - If new to Geelong United – equivalent school, association or state program to above listed.

### **Assistant Coaches Only**

- Current Club Level (Level 1) Coach Accreditation (or ability to attain as soon as possible).  
At present this is aspirational
- Proven evidence of adhering to BV Code of Conduct
- Proven evidence of reflecting the core values of Geelong United.
- Currently actively coaching within at least one of the following:
  - Geelong United Domestic Competition
  - Geelong United Development or Performance Programs AND/OR Geelong United Senior Rep Program (Youth League, BIG V or NBL1).
  - Basketball Victoria Futures Development, or State and National Performance, Programs.
  - If new to Geelong United – equivalent school, association or state program to above listed.

## **5. HIGHLY DESIRABLE CRITERIA**

### **5.1. Knowledge, Experience, Skills and Performance**

#### **All Coaches**

- Previous or Current Head Coach or Assistant Coaching experience in the following programs:
  - W/NBL programs (or equivalent overseas programs) ○ NBL1 / BIG V programs (or equivalent interstate programs) ○ Basketball Australia's National Performance Program (NPP) ○ Basketball Victoria State Team and Performance Program (SDP) ○ Basketball Geelong Performance Programs / Camps / Clinics ○ Basketball Victoria Country State Championships, National Junior Classic ○ Basketball Victoria Future Development Program

(FDP) ○ Association Junior Representative Level (VJBL) ○ Association Club Level and/or School Representative Level ○ Geelong United Aussie Hoops Program

- Ambition to attain higher NCAS Level Accreditation in the near future
- Demonstrated skill in individual and team coaching the relevant age at rep level

### **Head Coach Only**

- Proven record of junior player development
- Demonstrated team leadership and management skills, including:
  - Ability to liaise closely with Assistant Coach (assignment of appropriate roles) ○ Consultation, Communication and Coordination with Team Manager as it relates to managers roles and responsibilities
  - Ability to liaise with key stakeholders
  - Demonstrated understanding and ability to communicate appropriately in the coordination of selections, preparation, competition, and post competition phases (includes reporting to the Director of Coaching & Pathways)
- Demonstrated ability to approach each athlete as an individual; consider individual athlete workloads; adjust where appropriate to maximize the overall program benefit; and conscious prevention of overtraining of the athlete.

### **Assistant Coaches Only**

- Able to provide evidence of positive guidance and professional influence over players in a basketball program
- Able to assist Head Coach & Team Manager to achieve the team logistical goals

## **5.2. Personal Characteristics**

### **All Coaches**

- Are athlete-centred, maximising positive benefits of sport participation for each player
- Ability to create trust and remain impartial and objective
- Strong leadership and communication skills. Well prepared, planned and organized.
- Efficient and effective use of time (time management & priority allocation skills)
- Strive for continual improvement. Take responsibility for own development. Are well presented (in dress and language)

## **6. CONFLICT OF INTEREST**

Applicants for the Head Coach or Assistant 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, which may affect their ability to apply the player selection policy objectively and allocate court time appropriately during BIG V. This could be that the applicant:

1. Is a relative of a player (father, mother, brother, sister, etc.) who is eligible for selection in the age group and gender in which the application is being made; or
2. Has 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.

**Note:** A conflict of interest does not prevent a coach being appointed, it is simply an acknowledgement. The selection panel on a case-by-case basis when determining the selection of applicants will assess each application identifying a conflict of interest and decide an appropriate course of action to ensure transparency and fairness.

## **7. CONDITIONS OF APPOINTMENT**

All coaches must agree to the following requirements if appointed to the position of Geelong BIG V Representative Team Coach. (Failure to comply with these conditions may lead to termination of the coaching appointment and replacement with a coach prepared to fulfil these requirements)

Selection of Representative Head Coaches will be the responsibility of the Representative Coaches Selection Panel. Applications for all coaching positions will be made on the Geelong United prescribed application form

Must hold a current Child Suitability ‘Working With Children Check’

To attend any briefing / development sessions convened by Geelong United prior to/during/ after commencement of the program.

To be responsible for ensuring that the team is in the best state of preparation for competition throughout the representative year

To possess a minimum NCAS Level 1 Coaching Certificate or actively seeking this qualification  
All Representative Coaching officials will work under the guidelines and philosophies of Geelong United and Basketball Victoria.

Adopt all playing philosophies as directed the Geelong United

Ensure the style of play is consistent with the team's knowledge, abilities, and potential

Consult regularly and involve coaches, including NBL1 coaches etc. in the development and teaching outcomes of your team

To possess ability to provide quality leadership to players and team officials. Direct the teams Assistant Coach to special duties. Their duties should be clearly defined and they should be fully involved and integrated into the team's role.

Oversee the duties of the Assistant Coach for practice sessions and games

Ability to teach players and staff skills and strategy

Direct and educate the Assistant Coach on matters such as scouting, Statistical review, video etc. for game preparation and strategic planning

Be familiar with the quality of players in the BIG V. Personally attend regular fixture competition that provides an opportunity to identify eligible players

To co-operate with the BIG V Co-ordinator and the Geelong United Basketball Director of Coaching and Pathways in the organisation and preparation of the representative year and its competition

To maintain open lines of communication

To be fully responsible for players whilst training or participating in games

Before selection and announcement of any squad/team, Coaches are to consult their selections with the BIG V Co-ordinator and the Geelong United Basketball Director of Coaching and Pathways



## **Travel and Accommodation:**

All required coach travel and accommodation arrangements for any matches will be made by the BIG V Co-ordinator or relevant Team Manager.

Coaches, if agreed to prior by the CEO or BIG V Coordinator, will be reimbursed for any costs incurred upon production of receipts ONLY, by the BIG V Coordinator

All Representative coaching officials are required to wear Geelong United apparel at all competitions and training sessions as directed by the Geelong United Operations Manager or CEO

All Representative Coaches are responsible for own meal expense

All Representative coaching officials are to conduct themselves at all times in a manner, which can only bring credit to themselves & Geelong United

The Geelong United Representative program is a program under the auspices of the Basketball Victoria. The primary purpose of the program is related to athlete and coach development. The Representative programme will introduce developing coaches and athletes to the State program philosophy, system of play, concepts in sport science/medicines, etc. which will enhance their personal development

The Head Coach is responsible for supporting the functions associated with coaching and preparing a team participating in Geelong United representative program in accordance with the policies, procedures and budget of Geelong United.

## **Head Coach Only**

Head Coach will work actively with the Assistant Coach to make their experience with the Geelong United BIG V Representative Team worthwhile, to maximise their benefit to the team and to assist in their coaching development.

Will undertake the planning and leadership of the trial and selection process of their respective team, paying attention to the accrual of evidence for selection/non-selection.

To supply to the Geelong United BIG V Co-ordinator within thirty (30) days of the conclusion of the representative year, a report with particular reference to those matters of coaching or competition which will be of value to Geelong United

## **8. APPLICATION PROCESS**

1. Applications made available via Geelong United Basketball website and distributed throughout basketball community
2. Completed applications received at Geelong United Basketball by closing date
3. Acknowledgement of application provided to the applicant
4. Applications checked for compliance with eligibility criteria and listed for presentation to Selection Panel
5. Selection Panel considers eligible applications. Selection Panel consists of a minimum of three (3) members: Geelong United Basketball Director of Coaching and Pathways, Geelong United Basketball BIG V Co-ordinator and at least one independent person.
6. Coaches short-listed for interview if required
7. Interviews conducted if required, in person (selection decisions not presented at time of interview)
8. Selection Panel recommends Head Coaches appointment to Geelong United Commission for ratification
9. Geelong United reserves the right to directly appoint to any coaching position.
10. Assistant Coaches selected (see below)
11. Names of selected coaches submitted to Geelong United Basketball Commission for confirmation.
12. Candidates (both successful and unsuccessful) notified via email.
13. Successful applicants must agree (signed agreement) to abide by conditions of appointment
14. Successful applicants will be posted on Geelong United Basketball web site & social media channels.

## **9. IMPORTANT POINTS FOR ALL APPLICANTS INFORMATION**

- Once the Head Coach is selected, the Selection Panel in consultation with the Head Coach will perform Assistant Coach appointments
- The coach must seek approval from the BIG V Coordinator for any events, trainings, tours or games outside of the standard Player/Team Development Calendar.
- Geelong United Basketball 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
- Geelong United Basketball reserves the right to re-open applications for any positions if it decides not to make an appointment after the first round of applicants are considered
- If an appointed coach to any position withdraws, Geelong United Basketball reserves the right to either immediately appoint a replacement or to re-open applications