



## COACH SELECTION POLICY

### Purpose

Basketball World Toronto (BWT) is committed to providing a clear and transparent process for the selection of coaches for its programs

### Eligibility

All candidates, at the time of application, must be members in good standing of BWT who support Basketball World Toronto's mission, vision, values, policies and programs.

Additionally, coaches must meet minimum standards as per the National Coaching Certification Program (NCCP). All coaches must be certified at the stage of development they are coaching i.e.

- **Jr BWT & Skill Development Ages 8-11, Training Coaches** – A recently completed FUNdamental Coaching Course
- **Skill Development Ages 12-17, Competitive League 8-11, 12-13 & Rep Teams Ages 8-11** – A recently completed Learn to Train Coaching Course or A recently completed FUNdamental Coaching Course & Coaching Experience
- **Competitive League 14-16 and Rep Teams Ages 12-17** – A recently completed Train to Train Coaching Course or A recently completed Learn to Train Coaching Course & Coaching Experience

### Selection Process

Basketball World Toronto will release a Job Posting for available head, lead and assistant coach positions. Once the deadline for applications closes, the Selection Committee Member (consisting of at least one Basketball World Toronto employee member) will remove all applicants who do not meet the minimum coaching certification standards from the applicant pool. The Selection Committee will then review the remaining applications and make a short list of candidates to be interviewed. Only individuals who are short listed will be notified.

Once a head coach has been selected for a team and accepted the position, if an assistant coach is required, it will be the BWT's goal for the Head Coach to have a role in the selection an assistant coach from the short list of applicants.

### Appeals

Should a situation arise where an applicant feels they have been treated unfairly, they are entitled to write a formal letter of appeal to the Executive Director requesting a review of their application and the rationale for the decision. Once the letter has been received, a meeting between the Executive Director, Selection Committee Member and the applicant will be held. All correspondence regarding the appeal will go on file and remain the property of Basketball World Toronto.

### Length of Tenure

The position of head coach & assistant coach for the Rep Team is a one-year commitment contingent upon a successful annual review by the Selection Committee. The position ends during the end of the summer season however, the tenure may be extended after one year depending on the quality of applications received.

The position of lead coach & assistant coach for the League / Skill Development / Jr BWT / Training positions are a one-two season commitment contingent upon a successful annual review by the Selection Committee Member. The position ends during the end of the current season however, the tenure may be extended after one-two seasons depending on the quality of applications received as our goal is to develop coaches based on successes, experience and tenure.

### Contract

All coaches must sign an agreement, which clearly outlines terms, responsibilities, conduct, remuneration and conflicts of interest, prior to the start of their coaching term.