



IPSWICH BASKETBALL

Junior Force Representative Coach Selection Policy

Overview

This policy sets out the eligibility requirements for coaches and their responsibility in the delivery of the Junior Force Representative Program.

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1. Introduction

The Ipswich Force are the representative basketball teams of Ipswich Basketball Association. (IBA).

These representative teams compete in all junior age groups on the Basketball Queensland (BQ) representative competitions from Under 12's to Under 18's. This included the South Queensland Junior Basketball Competition (SQJBC) and State Championships. The IBA representative teams cover the full spectrum of purposes including participation, development and performance and cater to both female and male participants.

The Force Representative Teams form a vital part of the IBA basketball development framework. Our aim is to deliver a program that develops players and coaches from U12 to NBL1 North and beyond

2. Volunteer Position

All coaching positions for IBA are volunteer positions, that is, no remuneration will be paid to the appointed coaches. Coaches will be provided with an IBA uniform that must be worn when coaching the team. The cost of travelling to State Championships outside of South-East Queensland will also be covered by the team that they coach. Other this, all other expenses to travel to games will be borne by the coach.

The IBA Development Manager will work with all Junior Force Representative Coaches to assist in developing their skills throughout the season.

3. Selection Philosophy

IBA is committed to selecting coaches who have the capacity to prepare their teams for the rigors of representative basketball. Competition at this level provides an avenue for players to compete at the highest level possible in Queensland. This provides the best possible preparation for players to grow and develop over time.

IBA's objective is to match the experience, skills and competence of coaches to the needs of the athletes in the respective teams.

4. Eligibility Criteria

Detailed below are the criteria required to be eligible to coach Ipswich Force teams:

- a. Must hold a Blue or Exemption Card that is linked to IBA,
- b. Be a registered coach with IBA,
- c. Must complete the online Safeguarding Children and Young People Induction course available through the Sports Integrity Australia website using this [LINK](#). The completion certificate for this course must be uploaded at the time of application,
- d. Be an accredited Club Coach (formerly Level 1),
- e. Complete the application form that will be published when applications are called.

5. Selection Process

As coaching is multifaceted and involves both hard skills (understanding of the game) and soft skills (the coach's ability to manage players and parents, it is difficult to determine a unilateral measure to select coaches. Consequently, subjectivity will generally be an element of the selection process. IBA does; however, have processes in place that minimise subjectivity as much as possible.

IBA will appoint three selectors to form a selection panel for Head Coaches in each age group open for selection. The Selection Panel will be chaired by the IBA Development Manager with two independent selectors (i.e. the independent selectors will not have any children in the age group and will not have any personal relationship with the coaches who are eligible for selection).

The selectors will assess each candidate based on:

- a. Character
- b. Basketball Knowledge
- c. Coaching Competencies
- d. Player Development Competencies

An additional consideration is the desire to the selection of a coach who has a conflict of interest (i.e a parent or relative of a player in the age group and gender). This may not always be possible and IBA does not wish to exclude an exceptional coach from applying, but it is a consideration. Coaches will be required to declare conflicts of interest when applying for a position and this will be a consideration for selectors.

The Selection Panel may also conduct interview to assist in making the final decision.

The Selection Panel will make recommendations to the IBA General Manager who will accept or reject the recommendation.

No appeals will be accepted in relation to these appointments.

Applicants will be notified if they are successful or unsuccessful by email or phone. Successful applicants must agree to the appointment via an online acceptance.

Assistant Coaches

The selection of Assistant Coaches will be made by the Head Coach in consultation with the IBA Development Manager. The IBA Development Manager will make recommendations to the General Manager who will make the final decision on appointment.

Assistant Coaches must meet the following criteria:

- a. Hold a Blue or Exemption Card that is linked to IBA,
- b. Be a registered coach with IBA,
- c. Complete the online Safeguarding Children and Young People Induction course available through the Sports Integrity Australia website using this [LINK](#). The completion certificate for this course must be uploaded at the time of application, and
- d. Be an accredited Club Coach (formerly Level 1).

No appeals will be accepted in relation to these appointments.

Team Manager

The selection of Team Manager will be made by the Head Coach in consultation with the IBA Development Manager. The IBA Development Manager will make recommendations to the General Manager who will make the final decision on appointment.

Team Managers must meet the following criteria:

- a. Hold a Blue or Exemption Card that is linked to IBA, and
- b. Complete the online Safeguarding Children and Young People Induction course available through the Sports Integrity Australia website using this [LINK](#). The completion certificate for this course must be uploaded at the time of application.

No appeals will be accepted in relation to these appointments.

6. Requirements After Selection

- i. After coaches have been selected, approved by the General Manager and have accepted their letter of offer for the position they are required to:
 - a. Attend a coaching workshop prior to team selections with the Basketball Development Manager. This workshop will be focused on the development goals for the age group, what the expectations of them as a coach are.
- ii. **Before trials:**
 - a. Coaches will be required to assist with the organisation and running of Prep for Rep – Focusing on developing athletes in preparation for trials.
- iii. **During trials:**
 - a. Attend all team trials.
 - b. Organise potential assistant coaches/managers.
 - c. Work with Basketball Development Manager and other representative coaches and the selection panel to select athletes that are deemed most suited and best option for their teams.
 - d. Prepare practice schedule times (2 sessions a week) with IBA Administrator and Basketball Development Manager for best suited and available court times.
 - e. Meet with Basketball Development Manager after each trial to breakdown overview from the trial and who they are looking at, to ensure we see all athletes.
- iv. **After team selections:**
 - a. Attend Ipswich Basketball Association Standards and Expectations night. At this event prepare an hour-long session with their team to introduce themselves, provide practice times to athletes and parents, create the team contract with athletes input, and layout the schedule for them. This time is also available to complete any extra things the coach wants to use it for.
 - b. Instil “Driven by Force. Powered by Ipswich” mantras onto the group and set up a culture with standards built around the team, arriving on time, and bring organised. These all start and finish with the head coach.
 - c. Provide assistant coaches and managers details to the Basketball Development Manager and Ipswich Basketball Administration.
 - d. Prepare two (2) practice plans a week prior to the practice times/days and run these sessions with assistance from Basketball Development Manager and assistant coaches. There should be a focus on Ipswich

Basketballs “System of Play” and player development through these. Ensure these practices are executed in a way to create a positive environment for ALL athletes.

- e. If you cannot attend a practice session for a legitimate reason, make prior arrangements for an assistant coach to be prepared and available to act as the head coach during your absence. In addition, you should advise the Basketball Development Manager of your absence.
- f. Attend all games, including grading, SQJBC games (including finals), state championships and wildcard games.
- g. If you cannot attend a game for a legitimate reason, make prior arrangements for an assistant coach to be prepared and available to act as the head coach during your absence. In addition, you should advise the Basketball Development Manager of your absence.
- h. Select player awards for the end of season awards night.
- i. Attend and present these awards to athletes.

7. Removal of Coach

A coach may be removed from a team if it is deemed, after investigation and consultation, that they breached the coach of conduct or acted inappropriately.