

# Selection Policy – HEAD COACH - SENIORS

<b>Policy number</b>	BO-19	<b>Version</b>	1
<b>Drafted by</b>	Brooke Norgrove	<b>Approved by Board on</b>	June, 2020
<b>Area of responsibility</b>	Basketball Operations	<b>Scheduled review date</b>	March, 2023

## 1. Introduction

Ipswich Force Basketball Association is calling for the position of Head Coach for the Women's NBL1 NORTH (State League) Program for a term of one year with the potential for an extension at the end of the first season, commencing the 2021 season.

The successful applicant will be responsible for the preparation and implementation of the NBL1 NORTH women's program and the development and recruitment of players. He/she will be required to work within the Association and Basketball Queensland guidelines and contractual terms, and have a strong working relationship with the coaches of the development teams (QSL).

The majority of the competition is held in the south east corner of Queensland with the requirement to travel to northern Queensland on road trips.

The successful applicant will report to and be responsible to the IBA Operations Manager in accordance with the Management Committee.

The Head Coach will be appointed for the period of the representative season.

## 2. Selection Criteria

- The development and performance of the IBA Force NBL1 NORTH Women's Program identification and selection of players in accordance with the IBA and Basketball Queensland policy and state league rules;
- Level 2 (Association or Performance) Coach Accreditation or Equivalent
- Minimum 3 years Head Coach experience leading an elite or high performance team.
- Overseeing recruiting, scouting of opponents, play analysis and breakdown, game and practice preparation, player development, on the court coaching and other duties as required;
- The ability to organise and oversee the implementation of a thorough pre-season program for all NBL1 NORTH and QSL women that ensures players obtain the required levels of strength, speed, flexibility and endurance to participate in NBL1 NORTH level basketball;
- Effective use of teaching/coaching strategies (both on the court and off) to enhance individual development and team performance in line with the IBA "philosophy" in creating a great learning environment for the NBL1 NORTH Senior Women's Basketball Program and strong role models for association players;
- Conducting/overseeing individual skill sessions, providing player assessment and feedback and incorporating individual analysis and breakdown to players;
- Working in co-operation with the Operations Manager and team personnel in the planning, design and implementation of structures and procedures for the development of high potential players and team performance;
- Participating in creating synergy between association junior development programs and NBL1 NORTH pathways and contributing time and experience to the development of coaches and the junior players; and
- Displaying control, respect and professionalism, to all players, volunteers, staff, members and others involved in the sport.
- The relevant Head Coach will recommend the appointment of a Team Manager. The Team manager is formally appointed by the IBA General Manager or an appointed staff member.

- Evidence of a positive notice or willing to obtain a work with young people from the Commission for Children and Young People (Bluecard)
- Previous coaching experience at a minimum of club level within IBA or any other affiliated club, association of basketball in Australia.

### 3. Conditions of Appointment

As a Head Coach or Assistant, you are required to meet the following obligations. IBA team staff are subject to standard disciplinary processes in the event of a failure to comply with stated conditions in this policy. Serious breaches may lead to the immediate termination of the Head Coach / Assistant Coach appointment.

Head Coach & Assistant Coach must adhere to the following conditions in the role:-

- As a Head Coach / Assistant Coach for the Ipswich Basketball Representative Program, you are a representative of IBA. As such, you must ensure that you dress in appropriate attire while acting in the role, use your best endeavours to promote the interests of Basketball in Ipswich and Queensland and must refrain from making any comments that made damage the reputation of Ipswich Basketball, its Board, management and staff.
- Coaches must agree and sign the Member Protection Declaration FM-21 or by clicking on this [link](#).
- Coaches must agree and sign the Coaches Code of Conduct Declaration FM-22 or by clicking on this [link](#).

### 4. Duties / Responsibilities

- The ability to oversee the implementation of a pre-season program that ensure players obtain the required levels of strength, speed, skills and endurance to perform in the NBL1 NORTH season.
- Effective use of teaching / coaching strategies (both on and off the court) to enhance the individual development and team performance in line with creating a great learning environment and strong role model for representative players.
- Emphasis encouragement of players to display outstanding skills in basketball, athletic ability, sportsmanship and show respect to teammates, opposition teams, coaches, referees, administrators, spectators and facilities used.
- Participate in creating synergy between club coaching pathways and contributing time and experience to the development of clubs' coaches.
- Ability to structure team trainings purposefully with well-defined learning goals to improve ALL player performance levels.
- From time to time it may be necessary to complete task that are not necessarily part of the duties of this position.
- Demonstrate leadership with Assistant or Apprentice coaches.
- Ability to liaise with key stakeholders (including sponsors, association representatives' coaches and IBA representatives).
- Head Coach / Assistant Coaches are required to attend IBA events and presentations.

## 5. Commitment

As a prospective Representative Head Coach, there is a certain level of commitment within the IBA Representative Program and Basketball Queensland that you must be aware of

- The Head Coach is required to hold a minimum of three (3) open trials at IBA Stadium
- As a Head Coach you must compete in the NBL1 NORTH regular season and the NBL1 NORTH Final Series.