

OUR COUGAR
FAMILY

WABL



COACH SELECTION POLICY



Include. Enjoy. Excel

Western Australia's Leading Family Basketball Association

1. PURPOSE

The aim of the selection criteria is to define the processes and guidelines used when coaches are selected for the Cockburn Cougars in the WA Basketball League (WABL) each year.

2. OUR COMMITMENT

The Cockburn Basketball Association's mission is to be *'The Leading Family Basketball Association in Western Australia'*. One of the key focus areas of this vision is the growth of our WA Basketball League programs and the competitiveness of each of our teams.

3. VALUES AND RESPONSIBILITIES

Cockburn Basketball Association's values are to:

Include. Enjoy. Excel.

What does the Cougar Family's values look like in action? We:

- Are authentic
- Listen proactively
- Have a sense of humour
- Ensure safety
- Work as a team
- Act respectfully
- Are inclusive
- Strive for excellence
- Are accountable

With these values, comes a level of responsibility for coaches.

Coaches need to be conscious that a trial process can be an incredibly bright or deflating experience for the athletes. As such, while an emphasis is placed on creating the most competitive environment possible, coaches will work to ensure respectful communication to all athletes is conveyed at the right time, in the right place, with the right message.

4. SELECTION CRITERIA

Head Coaches:

- Current Club Coach (formally level 1) – National Coaching Accreditation Scheme (NCAS) or ability to obtain as soon as possible.
- Previous history of coaching or playing basketball
- Hold a current and eligible Working With Children Card (or show evidence they are in the process of obtaining)
- Ability to deliver training (at least one, sometimes two, sessions per week) and game coaching duties
- A commitment to on-going development delivered by the CBA, and a willingness to seek out learning opportunities externally.
- Follow and implement club development philosophies set by the CBA General Manager
- Excellent communication skills and ability to interact with players, parents, club delegates, opposition coaches and game officials (referees, score table personnel, court supervisors, etc.)
- Adhere to and hold players accountable to Cockburn Basketball Code of Conduct and the Cougar Values

Assistant Coaches:

- Current Community Coach (formally level 0) – National Coaching Accreditation Scheme (NCAS) or ability to obtain as soon as possible
- Previous history of coaching or playing basketball
- A commitment to on-going development delivered by the CBA, and a willingness to seek out learning opportunities externally.
- Hold a current and eligible Working with Children Card (or show evidence that one is in the process of obtaining)
- Adhere to the BWA Code of Conduct and the Cougar Values

5. APPLICATION PROCESS

1. Applications to be submitted to tyrone@cougarfamily.com by advised date
2. CBA to acknowledge receipt of application
3. Applications are assessed by the CEO and sorted into draft positions. The CEO may conduct interviews to ensure suitability of the applicant.
4. CEO to appoint two additional panel members and formalise the draft positions in consultation with them. Ratification of positions occurs at this point.
5. CEO to notify candidates electronically if application is successful or unsuccessful.
6. Successful candidates to return a signed copy of Coach Agreement and Code of Conduct to General Manager
7. Coaching announcement to be made to CBA community via website, social media and email list