



SACBCI High Performance and Development Program Staff Selection Guidelines

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1 INTRODUCTION

- 1.1 The aim of the selection guidelines document is to ensure required standards are met in the selection and appointment of staff within SA Country High Performance and Development Programs. This guideline aims to make the selection criteria and process transparent.

2 SCOPE

- 2.1 These Guidelines are applicable to staff being considered for appointment to SA Country Basketball State Teams, State Performance Program and Future Development Program.
- 2.2 These Guidelines deal with all aspects of selection of staff, including but not limited to:
- 2.2.1 SA Country State Team Head Coaches (SPP);
 - 2.2.2 SA Country State Team Assistant Coaches (SPP);
 - 2.2.3 SA Country State Team Development Coaches (SPP);
 - 2.2.4 SA Country State Team Coach Developers (SPP);
 - 2.2.5 SA Country State Team Managers (SPP);
 - 2.2.6 SA Country State Team Physiotherapists (SPP);
 - 2.2.7 SA Country U16 & U18 Emerging Athlete Development Program (EADP) Coaches;
 - 2.2.8 SA Country U16 & U18 Emerging Athlete Development Program (EADP) Team Managers;
 - 2.2.9 SA Country U14 Future Development Program Coaches;
 - 2.2.10 SA Country U14 Future Development Program Team Managers.
- SPP/State Team Coaches will also be appointed EADP Coaches for their respective age/gender group.

3 TERMS OF APPOINTMENT

- 3.1 SA Country Basketball will only select and appoint coaches that meet the following:
- 3.1.1 A valid DCSI clearance or Working With Children Check (WWC), evidence or advice must be included in the coaches application indicating the clearance is completed or pending;
 - 3.1.2 The essential criteria for the respective position in the first instance;
 - 3.1.3 The highly desirable criteria if applicable will be weighted heavily in favour of applicants that apply;
 - 3.1.4 The desirable criteria if applicable will be considered, when necessary, in making the final selection decision.

4 FOCUS OF THE STATE PERFORMANCE PROGRAM (SPP) & STATE TEAMS

- 4.1 The State Performance Program (SPP) is a team and squad based development program that selects approximately 16 - 18 athletes per gender in the U16 & U18 age groups from the underpinning EADP, as well as any identified players that are not in EADP (e.g. identified at Junior Country Championships etc.) that display the potential to represent SA Country and beyond.
- 4.2 Final U16 and U18 SA Country State Teams will then be selected from the athletes within the SPP to attend the National Championships. The SPP is delivered via six (6) camps every few weeks in the lead up to the relevant National Championships.
- 4.3 Technical direction for the SPP is provided by the State Team Head Coaches in alignment with the SA Country Basketball Style of Play philosophies and concepts.

5 FOCUS OF THE EMERGING ATHLETE DEVELOPMENT PROGRAM (EADP)

- 5.1 The EADP is an SA Country Basketball player and coach development strategy involving the systematic and progressive identification, selection, and development of players in the Under 16 and Under 18 age groups.
- 5.2 The primary aim of the EADP is to create flexible and adaptable athletes that have the behaviours, physical attributes, fundamental skills and IQ to transition to the National level and beyond.
- 5.3 The EADP guides the development of identified potential State Team players and coaches by improving their individual skills, understanding, and training standards with athletes working on technical, tactical, physical, and team concepts in a dedicated age specific high-performance training environment, designed to improve both understanding and performance of each player and coach.
- 5.4 Technical direction for the EADP is provided by the High Performance Manager and works to establish SA Country Basketball Style of Play philosophies and concepts in line with Australia Junior National Team best practice.

6 FOCUS OF THE FUTURE DEVELOPMENT PROGRAM (FDP)

- 6.1 The Future Development Program recognises that the U13 and U14 age group sits firmly within the development space and focuses on the talent development of athletes aged 11 - 13 years old, and on the development and support of aspiring coaches.
- 6.2 The Future Development Program recognises that athletes develop at different rates and as such is committed to talent development, as opposed to talent identification
- 6.3 The Future Development Program aims to expose coaches and players to the training habits, individual skill development, and age appropriate team offensive and defensive concepts that underpin athlete development.
- 6.4 The Future Development Program seeks to improve athlete understanding around the 'why' of offensive and defensive decision making and is committed to providing dedicated skill development that will allow for the successful execution of those decisions.
- 6.5 Technical direction for the FDP is provided by the High Performance Manager, in conjunction with a group of experienced coaches who will act as Coach Developers, working to establish SA Country Basketball Style of Play philosophies and concepts in line with Australia Junior National Team best practice.

7 SA COUNTRY HIGH PERFORMANCE PROGRAM PHILOSOPHY

- 7.1 **Athlete centred**, athletes are the main focus of the program;
- 7.2 **Coach delivered**, by the SPP/State Team Coaches and FDP Coach Developers, managed by the High Performance Manager (HPM)
 - 7.2.1 The HPM will provide the technical direction for the SPP in the first instance to lay the foundation of the SA Country Style of Play through the EADP and FDP.
 - 7.2.2 The HP SPP & State Team coaches and FDP Coach Developers are then responsible for the provision of the high performance program, including the technical aspects of the game, in alignment with the SA Country Style of Play.
- 7.3 The program is **administratively supported** by SA Country Basketball and Team Managers;
- 7.4 **Performance based**, athlete and coach selection is based on the ability to meet the respective selection criteria.

8 SELECTION CRITERIA

8.1 ALL COACHES

- 8.1.1 This clause only applies to coaches and not support staff including but not limited to team managers and medical staff.
- 8.1.2 Coaches must satisfy one or more of the following clauses to be eligible for a coaching position. The coach must have:
- (a) Contributed significantly to either SA Country Basketball or an affiliated association as a volunteer or paid employee;
 - (b) Be living or have lived for a significant amount of time in the SA Country region, outside the current Metro-Country boundary;
 - (c) Previously represented SA Country Basketball as either or player or coach;
- 8.1.3 In the case of exceptional circumstance (e.g. a shortage of suitable applicants for any coaching position), coaches that do not meet any of the criteria described in clause 8.1.2 may be appointed with the approval of the SA Country Council Executive.

8.2 SPP HEAD COACH

The SPP Head Coach in consultation with the HPM is responsible for the provision of the High Performance program, including the technical and tactical aspects of the game in accordance with the SA Country Style Of Play.

- 8.2.1 Essential selection criteria:
- (a) Work collaboratively with SA Country Basketball;
 - (b) Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - (c) Demonstrate an understanding of the SA Country Style of Play, ability to apply these principles when coaching in an SA Country program;
 - (d) Current Association Coach (Level 2) accreditation and/or equivalent experience;
 - (e) Comply with SA Country code of conduct;
 - (f) Current and valid DCSI clearance or Working With Children Check (WWCC);
 - (g) Minimum of five (5) years' experience of head coaching a team at Association, District and/or equivalent interstate/international level;
 - (h) Demonstrate a commitment to continuous coaching development with SA Country and/or external opportunities.
- 8.2.2 Highly desirable selection criteria:
- (a) Experience coaching at Australian Junior Championships;
 - (b) Proven record of developing junior athletes;
 - (c) Experience as Head Coach or Assistant Coach of SA Country State teams
 - (d) Experience coaching in SA Country High Performance Program, or SA Country Development Program;
 - (e) Ability to provide evidence of implementing teaching and understanding SA Country style of play.
- 8.2.3 Desirable selection criteria:
- (a) Demonstrate skill in team coaching at the relevant age and elite level including sound knowledge of:

- i. Administrative (periodisation, planning, organisation, communication, etc.);
 - ii. Technical (Fundamentals);
 - iii. Tactical (principles of play and concepts);
 - iv. Physiological (preparation, competition/practice, recovery);
 - v. Psychological (goal setting, time management, visualisation)
- (b) Demonstrated ability to work within a Junior High Performance Program, including:
 - i. Working within a framework and curriculum;
 - ii. Leadership and development of Assistant Coaches and assignment of appropriate roles;
 - iii. Consultation, communication and coordination with Team Managers;
 - iv. Liaising with key stakeholders (parents, guardians, Association representatives and Coaches);
 - v. Communicating appropriately in the selection, preparation, competition and post competition phases in consultation with the HPM
- (c) Knowledge, understanding and application of state/national junior structure, pathways, philosophies and integration within the SPP;
- (d) Approaching each athlete as an individual, consider workloads, adjust when appropriate to maximise the overall program benefit and prevention of overtraining of the athlete.

8.3 SPP ASSISTANT COACH & EADP HEAD COACHES

8.3.1 SPP Assistant Coach/EADP Head Coaches in consultation with the respective SPP Head Coach in the first instance and, HPM, will assist in the provision of the high performance program and positive learning environment for athletes.

8.3.2 Essential selection criteria:

- (a) Work collaboratively with SA Country;
- (b) Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
- (c) Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
- (d) Current Club Coach (Level 1) accreditation and/or equivalent experience;
- (e) Comply with SA Country code of conduct;
- (f) Current and valid DCSI clearance or Working With Children Check (WWCC);
- (g) Minimum of three (3) years' experience of head coaching a team at Association, District and/or equivalent interstate/international level;
- (h) Demonstrate a commitment to continuous coaching development with SA Country and/or external opportunities.

8.4 STATE TEAM DEVELOPMENT COACH & EADP ASSISTANT COACHES

8.4.1 State Team Development Coach in consultation with the respective State Team Head Coach in the first instance and, HPM, will benefit from exposure to a high performance environment.

- 8.4.2 Essential selection criteria:
- (a) Work collaboratively with SA Country;
 - (b) Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - (c) Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
 - (d) Current Community Coach (Level 0) NCAS accreditation and/or equivalent experience;
 - (e) Comply with SA Country code of conduct;
 - (f) Current and valid DCSI clearance or Working With Children Check (WWCC);
 - (g) Minimum of one (1) year experience of head coaching a team at Association, District and/or equivalent interstate/international level;
 - (h) Demonstrate a commitment to continuous coaching development with SA Country and/or external opportunities.

8.5 STATE TEAM & FUTURE DEVELOPMENT COACH DEVELOPERS

- 8.5.1 Essential selection criteria:
- (a) Work collaboratively with SA Country Basketball;
 - (b) Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - (c) Demonstrate an understanding of the SA Country Style of Play, ability to apply these principles when coaching in an SA Country program;
 - (d) Current Association Coach (Level 2) accreditation and/or equivalent experience;
 - (e) Comply with SA Country code of conduct;
 - (f) Current and valid DCSI clearance or Working With Children Check (WWCC);
 - (g) Recent experience as the head coach of a State team at National Junior Championships, at the semi-professional level (e.g. NBL1) or coach at the professional level (e.g. NBL or equivalent) or with national junior/senior teams in FIBA level competition;
 - (h) Minimum of ten (10) years' experience of head coaching a team at Association, District and/or equivalent interstate/international level;

8.6 FUTURE DEVELOPMENT COACHES

- 8.6.1 Essential selection criteria:
- (a) Work collaboratively with SA Country;
 - (b) Act in a manner that reflects the terms and conditions of appointment as an SA Country coach;
 - (c) Demonstrate an understanding of the SA Country style of play, ability to apply these principles when coaching in an SA Country program;
 - (d) Comply with SA Country code of conduct;
 - (e) Current and valid DCSI clearance or Working With Children Check (WWCC);
 - (f) Demonstrate a commitment to continuous coaching development with SA Country

9 CONDITIONS OF APPOINTMENT

Coaches are required to meet the following conditions on appointment to a State Team, SPP, EADP and/or FDP:

9.1 ALL COACHES

- 9.1.1 As a coach within an SA Country program, you are a representative of SA Country. 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 SA Country and must refrain from making any comments that may damage the reputation of SA Country, its Board, management and staff. This includes comments on social media and other electronic platforms or in person.
- 9.1.2 Coaches will not, as an SA Country representative, and on behalf of SA Country, issue any verbal or written comments in reply to any criticism of their State Team, SPP, FDP or SA Country.
- 9.1.3 Should any Coach have any grievance or problem with any individual or organisation inside or outside their State Team, SPP or FDP, which cannot be immediately resolved amicably through consultation, they must first discuss the matter with the HPM. If the matter is not resolved to their satisfaction, they may then refer the issue to the SA Country Executive Officer.
- 9.1.4 Coaches are not to use their position in recruiting players into a program they are associated with or moving to. Should a player approach a coach for advice on a "best path to follow", the coach is to refer the player to the HPM.
- 9.1.5 Coaches are required to report any requested information in a timely manner and to the satisfaction of the HPM.
- 9.1.6 Coaches are required to adhere to all SA Country policies and procedures
- 9.1.7 Coaches are required to adhere to the SA Country Basketball Coach's Code of Conduct.
- 9.1.8 Coaches must consider the individual workloads of athletes, including recognition of association duties (although at times it is recognized that program clashes are unavoidable at times due to the number of commitments athletes have). Consistency of calendar and early communication avoids many issues.
- 9.1.9 Coaches are required to, at all times, work cooperatively with, and provide support for their Team Manager in the carrying out of the manager's duties.
- 9.1.10 Coaches are required to, at all times, work cooperatively with, and support the HPM.
- 9.1.11 Coaches must seek the approval from the HPM before applying for or accepting a coaching position with an NBL1 team as the commitment required for these teams may be too great to enable them to perform their duties effectively.
- 9.1.12 Comply with SA Country's High Performance Program philosophy for Juniors;
- 9.1.13 Always provide your best effort as a representative of SA Country to ensure each athlete has the opportunity to realise their potential;
- 9.1.14 Aspire to continuously improve Basketball in the country regions of SA;
- 9.1.15 Report any matter of concern to the HPM in a timely manner;
- 9.1.16 Not hold non-scheduled team training, matches, events or activities without the express permission from the HPM;
- 9.1.17 Head Coaches must attend every team training, trial and/or game unless prior permission has been secured by the HPM. Coaches that report to the head Coach (e.g. Assistant Coaches) must attend every team training, trial and/or game unless prior permission has been secured by the Head Coach;
- 9.1.18 Coaches and support team members are subject to the standard disciplinary process in the event of a failure to comply with the conditions of appointment. Serious breaches may lead to the immediate termination of employment. SA

Country reserves the right to terminate a coach appointment with immediate effect.

9.2 ADDITIONAL CONDITIONS – SPP HEAD COACH ONLY

- 9.2.1 Attend at least 70% of EADP trainings and trials unless prior permission has been secured by the HPM
- 9.2.2 The SPP Head Coach is required to develop and provide a Macro Plan and Program Playbook to the HPM prior to the announcement of the final State team.
- 9.2.3 SPP Head Coach to develop and provide coaching and support staff Roles and Responsibilities prior to the announcement of the final team.
- 9.2.4 SPP Head Coach will work actively with the Assistant Coach and Development Coach (when applicable) to make their State Team appointments a worthwhile experience to maximise their benefit to the State Team and to assist them in their coaching development
- 9.2.5 SPP Head Coaches are required to attend appropriate SA Country events (e.g. Junior Country Championships, BSA State Championships, Association Country Carnivals, SPP, etc.) at which the age group they are coaching is playing, to observe potential State Team players.
- 9.2.6 SPP Head Coach must engage with the parents of players who are minors (i.e. players under the age of 18) to keep parents informed of their child's progress and to discuss any issues or concern that they may have or vice versa.
- 9.2.7 SPP Head Coach is required to provide each athlete within the State Selection process a written evaluation and comments via XPS. This applies after a player has been deselected and following attendance at the Australian Junior Championships for those players who were ultimately selected. Coaches are also encouraged to provide Assistant Coaches with written feedback at the conclusion of the Australian Junior Championships.
- 9.2.8 All players selected and cut from the squad must be approved by the selection panel and ratified by the HPM prior to notification of the athletes.

9.3 ADDITIONAL CONDITIONS – SPP ASSISTANT COACHES ONLY

- 9.3.1 SPP Assistant Coach will work actively with the Development Coach (when applicable) to make their State Team appointments a worthwhile experience, to maximise their benefit to the State team and to assist them in their coaching development.
- 9.3.2 SPP Assistant Coaches are required to attend appropriate SA Country events (e.g. Junior Country Championships, BSA State Championships, Association Country Carnivals, SPP, etc.) at which the age group they are coaching is playing, to observe potential State Team players.

9.4 OTHER IMPORTANT POINTS FOR ALL APPLICANTS

- 9.4.1 All SPP/State Team Coaching Staff will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.
- 9.4.2 The Assistant Coach and Development Coach positions will be appointed by SA Country in consultation with the Head Coach once the Head Coach is selected.
- 9.4.3 SA Country 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. In these cases, the position can be re-advertised or a suitable applicant may be directly appointed.
- 9.4.4 EADP and FDP Coaches will be appointed for the duration of the EADP or FDP, including the National Championships
- 9.4.5 If an appointed Coach withdraws or resigns, SA Country reserves the right to either immediately appoint a replacement or re-open applications;

- 9.4.6 A Coach that applies for a position in the program may be offered a position within the program outside of their original preference at the discretion of SA Country Basketball.

10 CONFLICT OF INTEREST

- 10.1 Coaches 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 an application.
- 10.2 A conflict of interest is defined as a person who has a relationship with a player or group of players that may affect or may be perceived to affect their ability to view player selection objectively and allocate court time appropriately at an Australian Junior Championships.
- 10.3 A conflict of interest is determined as:
- 10.3.1 Being related (family) to a player or players who are eligible for selection in the age group and gender in which the application is being made;
 - 10.3.2 Having a personal relationship with the player (friend of the family) with a player or players who are eligible for selection in the age group and gender in which the application is being made;
 - 10.3.3 Any other relationship which may or be perceived to affect the ability of the Coach to view player objectively and allocate court time appropriately at an Australian Junior Championship;
 - 10.3.4 A Coach that is a direct relative of a player who is eligible for selection in the age group will not be selected or appointed. Other conflicts of interest will be assessed by SA Country in determining the selection and appointment of Coaches.

11 STATE TEAM STAFF RESIGNATION PROCESS

In the event of a State Team coaching position becoming vacant, SA Country may directly appoint a substitute person without re-advertising the position. The decision will be made by the HPM and the State Team Head Coach (if this person is still in place). The position is then confirmed by the SA Country EO.

Process:

1. Notification of intention to resign noted;
2. Resignation received by HPM and receipt confirmed in writing;
3. Consultation with Head Coach (if applicable);
4. Recommendation to SA Country EO
5. Confirmation with Head Coach (if applicable);
6. Letter of offer sent to newly recommended coach; and
7. Announcement of change to team/squad members.

12 COACH HONORARIUM

- 12.1 Coaches will be appointed on a volunteer basis, with SA Country (Travel Expenses Policy) providing an honorarium for:
- 12.1.1 Return travel to training during preparation phase;
 - 12.1.2 Return travel to AJCBC (State Team Coaches);
 - 12.1.3 Accommodation at relevant tournaments (AJCBC);
 - 12.1.4 Team apparel, a maximum rebate of \$50.
- 12.2 Coaches will be responsible for the payment of their respective meals during the training and competition phase.

13 APPLICATION PROCESS

- 13.1 Applications are made on-line and will be available through the SA Country website, social media accounts and distributed to associations.
- 13.2 Receipt of the application will be acknowledged to applicant.
- 13.3 Applications will be checked for compliance with selection criteria and listed for presentation to Selection Panel.
- 13.4 The Coach Selection panel will consist of the Executive Officer (EO), HPM, Council Executive representative. In the event of any conflict of interest, additional panellists may be appointed.
- 13.5 Coaches will be short listed against the selection criteria and may be interviewed if deemed necessary;
- 13.6 If interviews are deemed necessary, will be conducted by the Coach Selection panel, either in person or by electronic medium;
- 13.7 The Coach Selection Panel will deliberate and appoint SPP head coaches and also provide advice to the HP manager for assistant and development coaches for SPP, EADP and FDP;
- 13.8 SA Country 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. In these cases, the position can be re-advertised or a suitable applicant may be directly appointed.
- 13.9 Successful SPP/State Team Head Coaches will be offered a position and once accepted, appointments will be published on SA Country's mediums
- 13.10 All other successful EADP and FDP coaches will be offered a position and once accepted, appointments will be published on SA Country's mediums
- 13.11 Successful Coaches must agree to comply with all terms and conditions of appointment outlined in this guideline, read, and sign and return a High Performance Coach Agreement
- 13.12 If an appointed Coach withdraws or resigns, SA Country reserves the right to either immediately appoint a replacement or re-open applications;