



National Team Officials Selection Policy

Date adopted by BA Board 26 October 2013

Date Effective 26 October 2013

NATIONAL TEAM OFFICIALS SELECTION POLICY

This policy repeals and replaces the Australian Basketball Federation Inc. National Team Officials Selection Policy.

For the purposes of this policy, "Officials" refers to Coaches, Managers, and Medical staff, including Doctors and Physiotherapists, for teams representing Australia.

In accordance with BA By-Law 5, the regulation and control of all matters in connection with the selection, management and control of all teams representing Australia shall be under the sole jurisdiction of BA.

Philosophy

The objective of the BA Selection Policy ("Policy") is to provide the best possible coaches and officials for Australian representative basketball team(s) using processes that are clear, consistent, well understood and practical. The Policy applies to all team officials ("participants") and in particular Head Coach, Assistant Coaches, Manager, Doctor and Physiotherapist.

BA will consider all participants with strong claims for selection as a team official for selection in accordance with this Policy.

This Policy remains in force until revoked by BA.

Interpretation

Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in BA's Constitution and/or By-Laws.

No particular selection criteria shall be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy.

Advertisement

Vacancies will be advertised widely unless the CEO in the case of exceptional circumstances grants an exemption. The CEO will advise the Board when the exceptional circumstances exemption is invoked.

Advertisements will identify the specific vacancy and either include or provide access to the relevant job description.

The method of advertisement will include the following distribution:

- (i) BA Website;
- (ii) BA electronic newsletter;
- (iii) State/Territory Basketball Association;

- (iv) League Associations;
- (v) State/Territory Directors of Coaching & ITC Head Coaches;
- (vi) Relevant BA Commissions; and
- (vii) The Australian Institute of Sport.

In addition, the advertisement for the national senior team Head Coach positions (Boomers, Opals, Rollers and Gliders) will be advertised in national daily newspaper/s. Online advertisement is sufficient to satisfy this requirement.

Appointment

All appointments will be made for a specified period.

The period of appointment for senior teams will normally commence on 1 January of the year following a benchmark event and conclude 4 weeks after the next benchmark event. However in certain circumstances the start date may vary, with approval of the CEO.

The period of appointment for 'under age' teams e.g. junior and young men and women, will vary because of the varying period between benchmark events in these programs. It is intended that the period of appointment will allow the appropriate time required to prepare the respective 'under age' teams.

In this context a "benchmark event" is defined as a FIBA World Championship or the Olympic Games.

Applications

Applications for national senior team Head Coach positions (Boomers, Opals, Rollers and Gliders), the Head of Programs at the BA National Centre of Excellence at AIS and the BA National Wheelchair Centre of Excellence at NSWIS will be in writing and will be addressed to the BA Chief Executive Officer ("CEO").

Applications for all other positions will be in writing and will be addressed to the General Manager, High Performance and National Teams.

Selection Committee

The Board will appoint a Selection Panel as per BA by-law 5.2 to consider the applications for national senior team Head Coach positions (Boomers, Opals, Rollers and Gliders), the Head of Programs at the BA National Centre of Excellence at AIS and the BA National Wheelchair Centre of Excellence at NSWIS. The Selection Panel will include individuals representing the BA Board, BA Management, the Australian Institute of Sport, and any individuals, including but not limited to members of a BA Commission or Advisory Committee, if deemed by the BA Board to have the relevant experience and knowledge to play a role in the selection of Head Coaches and Head of Program for BA senior national teams.

Assistant Coaches will be selected by the relevant Head Coach. The relevant Head of Program and the General Manager, High Performance and National Teams, will ratify all Assistant Coach selections. These positions do not require Board ratification.

All other National Team officials positions will be selected by a Panel that includes the relevant Head of Program or his or her delegate, the General Manager, High Performance and National Teams or his or her delegate, and the relevant Head Coach. Where relevant, Management may also appoint to the Selection Panel other individuals deemed to have the relevant experience and knowledge to play a role in the selection of official for BA national teams. The General Manager, High Performance and National Teams will ratify all selection panels. These positions do not require Board ratification.

Basketball Australia's Chief Medical Officer will be consulted on all medical support staff appointments. These positions do not require Board ratification.

Selection Criteria

Selection criteria may include the following:

- (i) Professional experience working with athletes involved in the specific National team program;
- (ii) Demonstrated experience supporting athletes in high level international competition;
- (iii) Specialised expertise useful to the athletes selected in the specified National Team programs;
- (iv) Cultural alignment with Basketball Australia's values and policies.

BA may also consider other criteria in its absolute discretion.

The Selection Process

- (a) The appointed Selection Panel members will individually review all applications and then in committee select a 'short list' of applicants for interview if required.
- (b) At this stage the applicants not included on the short list are to be advised that they have been unsuccessful in the short-listing process.
- (c) The number of applicants shortlisted and the method of interview (if required) employed i.e. face to face or telephone hook-up, will rest with the Selection Panel but should consider the following principles:
 - i. The need to make the appointment procedure meaningful and transparent;
 - ii. The desire to encourage potential appointees to apply for future vacancies;

- iii. The need to consider the financial implications of the interview process; and
 - iv. The desirability to conduct psychological assessments to determine cultural fit.
- (d) In instances when applications for 'under age' team management positions within a particular program are being considered at the same time, selection for the Head Coach position will be held first and confirmed before other positions are appointed. In exceptional circumstances the CEO can waive this requirement.

Letters of appointment, detailing terms and conditions, are to be sent by the General Manager, High Performance and National Teams, to all successful applicants for signing and return.

Appeals

There is no provision for Appeal against non-selection as an official of an Australian National Team.