



ONTARIO BASKETBALL COACH SELECTION POLICY

Purpose

Ontario Basketball (OBA) is committed to providing a clear and transparent process for the selection of coaches for its development and high performance programs, including Ontario Summer Development Program (OSDP), provincial teams, Centre for Performance and Targeted Athlete Strategy.

Eligibility

All candidates, at the time of application, must be members in good standing of OBA who support Ontario Basketball's mission, vision, values, policies and programs.

Additionally, coaches must meet minimum standards as per the National Coaching Certification Program (NCCP). All coaches must be certified at the stage of development they are coaching (i.e., Learn to Train: U10 Novice to U12 Major Atom; Train to Train: U13 Bantam to U15 Midget; Train to Train or Train to Compete: U16 Major Midget to U19 Junior).

Selection Process

Ontario Basketball will release a Call for Applications for available head coach and assistant coach positions. Once the deadline for applications closes, the Selection Committee (consisting of at least three Ontario Basketball staff members, including a senior director) will remove all applicants who do not meet the minimum coaching certification standards from the applicant pool. The Selection Committee will then review the remaining applications and make a short list of candidates to be interviewed. Only individuals who are short listed will be notified.

Once a head coach has been selected and accepted the position, he or she will work with the Selection Committee to select an assistant coach from the short list of applicants.

Appeals

Should a situation arise where an applicant feels they have been treated unfairly, they are entitled to write a formal letter of appeal to the Manager, High Performance requesting a review of their application and the rationale for the decision. Once the letter has been received, a meeting between the Selection Committee and the applicant will be held. All correspondence regarding the appeal will go on file and remain the property of Ontario Basketball. The applicant may access their file at any time through the Manager, High Performance.

Length of Tenure

The position of head coach for the Under 17 provincial team is a two-year commitment contingent upon a successful annual review by the Selection Committee. The position ends during the fall of a Canada Summer Games year.

The position of head coach for the Under 15 provincial team is a two-year commitment contingent upon a successful review by the Selection Committee after the first year. Tenure may be extended after two years depending on the quality of applications received but only to a maximum of four years.

The position of head coach for a developmental team is a one-year commitment. Tenure may be extended after one year depending on the quality of applications received but only to a maximum of three years.

The position of head coach for other high performance programs (e.g., Centre for Performance, Targeted Athlete Strategy) is a one-year commitment. Tenure may be extended after one year depending on the quality of applications received but only to a maximum of four years.

The position of head coach for a regional pod and/or summer games team for the Ontario Summer Development Program is a one-year commitment. Tenure may be extended after one year depending on the quality of applications received.

Contract

All coaches must sign an agreement, which clearly outlines terms, responsibilities, conduct, remuneration and conflicts of interest, prior to the start of their coaching term.