



## **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 to U12; Train to Train: U13 to U15; Train to Compete: U16 to U19).

### **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 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 or assistant coach for any of the above-mentioned programs will be for a term of one year. A coach's contract may be renewed at OBA's discretion.

### **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.