



RedCity Roar Junior and Senior Coach and Assistant Coach Selection Policy

RedCity Coaches are more than a title holder. We want RedCity coaches to be well organised, well prepared and able to provide a positive learning environment for players and coaches. Accept responsibility of being a role model for RedCity. It is expected the Head Coach support of philosophy of being Athlete focused, Coach facilitated, administratively supportive and long-term player development and performance based. Coaches are expected to implement the RedCity Style of play as described by RedCity Style of play document.

1. Purpose

To deliver a transparent, fair and consistent selection process that ensures standards are met for coach and assistant coach selections and appointments in the RedCity Junior and Senior representative program. The policy is to ensure RedCity attracts and maintains the best coaching talent available, that all coaches are aligned to RedCity's vision, mission and values.

2. Scope

This policy and procedure applies to all RedCity Junior and Senior representative coach and assistant coach selections and appointments (Inc U12, U14, U16, U18, U21, SBL, QSL and NBL1)

3. Policy

RedCity Will seek the best and most talented coaches available for each age group and position.

Coaching positions will be advertised via the RedCity Website and other platforms as seen fit by RedCity Administration. All coaching selections and appointments will be, as far as reasonably practicable and free of conflict of interest.

Selected Coaches must make themselves available for the team trials period. These dates will be set by the association and communicated as soon as practical. Coaches will need to discuss issues with the GM as soon as possible. Coaches not available for the trial period by approval from the RedCity Management may still be considered for the position. Coaches must also be available for BQJBC games and competition tournaments. It is also preferred coaches are available for RedCity Roar preseason camp and where possible able to watch clubs' games for the age group the coach is applying for, leading up to and during the trial period.

Fundamentally Coaches and Assistant coaches will be assessed and selected based on, but not limited to the following demonstrated and verified attributes –

- Knowledge
- Experience
- Capability
- Leadership
- Background
- Performance
- Qualifications; and
- Alignment to RedCity's vision, mission and values.



All of those seeking selection must apply by the nominate date, in a manner prescribed and in format requested. Failure to do so may void the application.

In the interest of transparency, acknowledging while not always possible, we would prefer parents not apply to coach their child (either by birth, adoption or guardianship) if selected to play in that team. RedCity will review this, based on the needs of the program.

4. Conflict or perceived conflict of Interest

It is RedCity Roars preference and we will act on, not allocating or selecting parents to coach teams, where their child might or is selected.

First and foremost, RedCity will make decisions that are in the best interest of the player\child, it's coaches, the association, it's members and its program. Conflicts of interest either real or perceived can cause significant issues when not dealt with effectively, it's important that this is understood.

Coaches and Assistant Coaches must declare any conflict of interest or perceived conflict of interest in their application, or at the earliest point in time when the conflict becomes apparent. Failure to do so can result in a non-selection or removal from a coaching position.

A declared conflict of interest of itself may not exclude someone from being selected as a coach or assistant coach. Whilst some conflicts may be of a nature that preclude selection, for the most part it is how the conflict is handled and then managed that is important.

Conflicts of interest or perceived conflicts of interests might include and are not limited to, coaching a player in a domestic competition or school program outside of RedCity. Having had an issue with a player or family member in a previous season or outside of the program. Being employed by OR holding a coaching position with another basketball association or club. A common-sense approach is recommended, and reviewed by RedCity.

RedCity reserve the right to stand down a coach or assistant coach at any time for reasons that relate to a direct or perceived conflict of interest, or where the coach or assistant coach are allegedly acting contrarily to RedCity mission, vision and values. A relevant code of conduct or where it is believed that a coach is not acting in the best interest of the players\child, the other coaches, RedCity or its members or program.

5. Selection Panel

A coach's selection panel will be appointed by the GM. The selection panel will consist of a minimum of two (2) individuals and no more than four (4). Members of the selection panel are to have had relevant basketball experience and expertise.

The role of the selection panel will be to set the selection criteria specifically as it relates to the capability of applicant to coach the representative basketball with regard to, but limited to, those key attributed listed under section 3 above.

The selection panel will conduct the selection process and make recommendations for appointment to the GM. Coaches will be notified prior to the trial period by the GM or Coaching Director.

6. Coaching accreditation requirements.

Coaching Position	Program / Competition Level								
	Introductory Participation Programs	Club & Representative U12/14 - All Divisions	BQ School Tournaments (CBSQ)	Representative U16/18/21 Division 2 & Lower	Representative U16/18/21 Division 1	SBL	State Teams	QBL	National Leagues and FIBA Events
Development Coach	Community Coach	Community Coach	Community Coach	Community Coach	Community Coach	Community Coach	Club Coach	Club Coach	Association Coach
Assistant Coach	Community Coach	Community Coach	Community Coach	Community Coach	Club Coach	Club Coach	Association Coach (1st Assistant)	Association Coach (1st Assistant)	Association Coach
Head Coach	Community Coach	Club Coach	Club Coach	Club Coach	Association Coach	Association Coach	Association Coach	Association Coach	Performance Coach
Coaching Director	Association Coach	Association Coach	Association Coach	Association Coach	Performance Coach	Performance Coach	Performance Coach	Performance Coach	Master Coach

ALL Coaches must hold a current and up to date Club level Association Basketball Queensland accreditation. Head Coaches of Div1 U16, U18, U21, QSL or Higher MUST hold an up to date Association Level Accreditation through Basketball Queensland. Coaches who are not currently holders of the needed accreditation, will still be eligible for selection so long as they are actively signed up and participating in the needed accreditation process.

Coaches must be registered and aligned to RedCity on the BQ OwnUrGoal App. This will allow us to make sure accreditations are as needed.

Selected Coaches and Assistant coaches must be current blue card holder and be able to provide the information to RedCity when requested. If not a current Blue Card holder, an approved application must be lodged and government response required before the coach can be considered. Once Blue Cards are received, these will need to be added to your OwnUrGoal profile.

7. Naming an Assistant Coach and or development coach.

It is the preference that all RedCity teams have an assistant coach. As much as it's important for us as coaches to deliver a pathway for our players. We must also provide a pathway for coaches to progress. If a head Coach does not wish to have an assistant, that discussion must be had with the coaching director prior to trials happening. RedCity may nominate an assistant coach to a team.

Coaches may also request to have a development coach added to their squad. The purpose is to give experience to a coach who is on the pathway of becoming an assistant coach at representative level. Before any development coach position is offered, Coaches must discuss this with the coaching director.

8. Coaches responsibilities for trials and selections.

While RedCity encourages coaches to own the trial process. We want coaches to operate with the RedCity style of play expected. Coaches to can add their own ideas and philosophies on top of this style of play. Where possible we ask that coaches collaborate to create a pool or squad from the trailing players, where our team's will be selected from.

Once this pool or squad is selected. Coaches will meet away from the trail court to discuss the breakdown of the squads into the teams for that age group. It's encouraged that coaches make contact with previous coaches of the players to discuss information should they feel that will help. RedCity will provide a neutral person to be involved in this meeting to ensure that the process is fair and equal.

UNDER NO CIRCUMSTANCES are any teams to be announced or players\parents spoken too, until signed off by RedCity delegate (Coaching Director, Rep Coordinator or GM). We must ensure this process remains followed to ensure a fair and transparent process.



Mount Cotton Rd & Degen Rd
Brisbane, QLD, 4157



(07) 3245 4639



Admin@RedCityRoar.com.au



www.RedCityRoar.com.au

RedCity Roar management reserves the right to change and update this policy at any time. Changes will be communicated as needed. This document will be available at any time with written request to the RedCity Roar GM.

