



# Provincial Coach Selection Policy

## Purpose

The purpose of the Provincial Coach Selection Policy is to provide for fair, transparent and consistent selection of coaches from a set of coach candidates to identify coaches that best exemplify the goals of the association.

## Eligibility

1. Be a member in good standing with MAWA
2. Have demonstrated repeated commitment to:
  - a) MAWA programs in a Coaching role
  - b) Provincial Club/School programs in a Coaching role
3. Have completed the application form

## Selection Process:

The following reflects the guiding principles and process that will be followed in the selection of coaches:

1. The Executive Director shall create an advertisement for the positions of Head Coach, Assistant Coach and General Manager for Team Manitoba. This advertisement will be sent electronically via email, and social media, posted on MAWA's webpage and sent via other avenues regarding the need for coaches.
2. MAWA will send a call out to members for positions on the coach selection committee
3. Advertisements shall state the deadline for receipt of applications
4. All applications must be received on or before the date stated in the advertisement
5. Applications received after said date will not be accepted.
6. In cases where we do not receive an application for a coaching position, then that position shall be reopened for competition or, a coach may be sought out and named by the selection committee.
7. Submission of an application does not guarantee selection even if coaching positions are vacant.

8. All applications are reviewed by the Selection Committee.
9. The Selection Committee will be comprised of a minimum of 3 members including but not limited to the following groups: Coach Developer, Club Coach, Parent, Official, Executive Board Member. Representation will be limited to one member from each respective club.
10. The selection committee will conduct interviews if necessary.
11. The selection Committee will make a recommendation to the Executive; the Executive will vote to confirm the committee's selection.
12. Selection of each coach shall be by a simple majority vote. Voting will be done by ballots passed out with each committee member having a vote. Voting shall be by secret ballot.
13. In the case of a tie, the Chair will cast the deciding vote. In the case of three (3) coaches or more applying for the same position, if after a vote there is a tie between two (2) coaches the members shall vote again on those two (2) coaches; if they are tied after the second vote, than the chair will cast his or her vote.
14. There may be times when members of the selection committee and/or members of the Executive may have a conflict of interest. To avoid issues arising from a conflict of interest, we define a "direct conflict of interest" to be as follows:
  - a. interviewing and voting on a family member,
  - b. interviewing and voting on a coach for your son/daughter's team.

If a member of the selection committee is in a conflict or feels that they cannot be objective, they must sit out the interviewing process. The committee can either replace the committee member with another representative for those interviews OR can go with the smaller number of members. In the case of the Executive voting - if a member of the Executive has a conflict, they must take themselves out of the vote. The remaining members of the Executive will vote.
15. All applicants will be notified of the results in writing, within fourteen (14) days of the selection committee meeting.

## **Principles & Criteria**

The following principles and criteria will be used for selection of a Provincial Coach, no one principles and/or criteria is a deciding factor. These are meant to be guidelines towards selecting the most appropriate candidate for the position.

### **Principles**

**Certification & Training:** must meet minimum NCCP standard coach designation and certification should be current.

**Personality / Attitude:** Assessment of the coaches ability as a leader, role model and communicator, their ability to recognize that their personality and attitude have a great influence on those around them. They must clarify expectations and roles, offer support and provide the moral leadership to help team members achieve their goals.

**Coaching Experience:** minimum experience qualification requirements depending on the category/level that they are applying for.

**Coaching Success:** Review of the candidates accomplishments as a coach.

### **Criteria**

Communication skills

Administrative skills

Knowledge of the structure of MAWA

Fiscal responsibility

Attributes re; initiative, reliability, commitment, etc

Composure

Health

Related coaching experience

### **Length of Term**

The position of provincial coach is a two-year commitment contingent upon a successful annual review by the Selection Committee. The position ends during the fall of the current Games year.

### **Dismissal**

The Selection Committee reserves the right to dismiss a coach if, in its estimation, the coach is not sufficiently preparing the athletes for the event or if there are other legitimate reasons, as determined by the Coach Selection Committee or the Organization, for dismissal.