



Albury Basketball Association
Albury Cougars Representative Lead Coach Selection

ALBURY COUGARS JUNIOR REPRESENTATIVE PROGRAM

LEAD COACH SELECTION Criteria and Process

Purpose

The structured hiring process and clear criteria for selecting the Junior Representative Age Group Lead Coach are designed to align seamlessly with the Albury Cougars Representative Program's mission. By ensuring that the chosen coach is highly qualified and shares our commitment to fostering growth and development, we create a supportive and inclusive environment where players can thrive. This rigorous selection process guarantees that our athletes receive high-quality coaching that enhances their basketball skills, cultivates teamwork, and builds character—key elements of our mission. For players, this means consistent, top-tier coaching that not only prepares them for higher levels of competition but also inspires a lifelong passion for basketball. By focusing on these core values, we create an elite pathway that guides our athletes towards success both on and off the court, fully embodying the mission of the Albury Cougars Representative Program.

Establishment of a Selection Panel

- **Objective:** To ensure a fair and thorough selection process, a dedicated Selection Panel must be established.
- **Formation:** The Representative Committee is responsible for identifying and recruiting members for the Selection Panel.
- **Composition:** The panel should ideally contain three people covering the below criteria:
 - One or more members of the Representative Committee.
 - A senior coach or technical director from within the club or a recognised external expert.
 - A neutral representative from outside Albury Cougars, if available, to provide an unbiased perspective.
 - A past player or coach with experience in the program, to offer insight into the needs and dynamics of the age group.
- **Role:** The panel is tasked with reviewing applications, conducting interviews, and making the final recommendation for the position of Junior Representative Age Group Lead Coach.



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Hiring Criteria

- **Coaching Experience:** Candidates must have a proven history in coaching basketball, particularly at the junior representative level or above. Experience in developing young players and familiarity with the challenges of age group coaching is essential.
- **Commitment to Development:** The candidate should have a clear philosophy centred on player development, emphasising skill acquisition, teamwork, and sportsmanship. They must align with the broader goals of the Albury Basketball Association.
- **Basketball Knowledge:** A deep understanding of basketball fundamentals, tactics, and strategies is preferred. The candidate should also be familiar with modern coaching methodologies and the ability to adapt to various playing styles.
- **Communication Skills:** Strong interpersonal and communication skills are crucial, as the lead coach will need to interact effectively with players, parents, assistant coaches, and other club officials.
- **Leadership and Mentorship:** The ideal candidate should demonstrate strong leadership qualities and the ability to mentor both players and assistant coaches. They should be committed to fostering a positive, growth-oriented environment.
- **Organizational Skills:** The ability to plan and manage practice schedules, game strategies, and player development programs is essential. Experience in managing the administrative aspects of a team will also be considered.
- **Commitment to Albury Basketball:** A demonstrated commitment to the values and goals of the Albury Basketball Association, including a willingness to contribute to the broader club community.
- **Working with Children Clearance:** All candidates must have the necessary legal clearances to work with children and youth in New South Wales.



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Advertisement and Application Process

- **Advertisement:** The coaching position will be advertised on the Albury Basketball Association website, social media platforms, and local sporting networks. The ad will include a detailed description of the role, responsibilities, and the required qualifications.
- **Application Submission:** Candidates will be required to submit an expression of interest including their recent coaching experience and how they align with the goals of Albury Basketball.
- **Deadline:** The application period will remain open for a minimum of three weeks, providing adequate time for interested candidates to apply.

Screening and Shortlisting

- **Initial Review:** The Selection Panel will conduct an initial review of all submitted applications to ensure they meet the basic criteria.
- **Shortlisting:** Based on the initial review, the panel will create a shortlist of candidates who most closely align with the requirements and goals of the position.

Interviews and Assessment

- **Interviews:** Shortlisted candidates will be invited to participate in an interview process. Interviews may include:
 - A discussion of the candidate's coaching experience and philosophy.
 - Scenario-based questions to assess problem-solving abilities and decision-making in game situations.
 - Questions related to their approach to player development, communication, and leadership.
- **Practical Assessment (Optional):** Depending on the candidate pool, the panel may also conduct a practical coaching assessment where candidates demonstrate their coaching approach in a live setting with a group of players. This may take place over an event like Prep4Rep.
- **Reference Checks:** The panel may conduct reference checks for candidates who perform well in the interview stage.



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Final Selection and Board Approval

- **Panel Deliberation:** Following interviews and assessments, the Selection Panel will deliberate and make a final recommendation for the appointment of the Junior Representative Age Group Lead Coach.
- **Board Presentation:** One representative from the Selection Panel will present the final candidate recommendation to the Albury Basketball Board for review.
- **Board Approval:** The Board will review the recommendation, and upon approval, the final agreement and contract will be signed off by the Board.
- **Offer:** Once approved, the successful candidate will be formally offered the position.
- **Announcement:** Upon acceptance, the appointment will be announced to the club community through official Albury Basketball communication channels.

Induction and Orientation

- **Induction:** The newly appointed Lead Coach will undergo an induction process, which includes familiarization with the club's policies, goals, and expectations.
- **Orientation:** The coach will meet with key stakeholders, including the Representative Committee and other Lead Coaches, to ensure a smooth transition into their role.

This structured and transparent hiring process ensures that Albury Basketball selects the most qualified and committed individuals to lead its junior representative teams, aligning with the association's mission to develop skilled, well-rounded athletes.

Appeals

All appeals or objections are to be forwarded through to the [Albury Basketball Association Feedback Form](#).