

## **Volleyball Manitoba Team Manitoba Coach Selection Policy**

Team Manitoba strives to offer the highest level of athlete development within the Volleyball Manitoba performance pathway. The purpose of the Team Manitoba program is to provide a safe and progressive training and competitive environment that will allow athletes to advance their understanding of the game. A key factor to athlete development within the Team Manitoba program is the coaching they receive. Team Manitoba coaches play a crucial role in the development of the athletes, raising the profile of the game and representing Volleyball Manitoba at national or international competitions.

It is important that Team Manitoba coaches be selected carefully through a transparent and fair process meant to find the individuals who are most likely to meet the needs of the athletes and align with the purpose of the program.

### **Coach Eligibility Criteria**

- Registered member in good standing with the Volleyball Manitoba and Volleyball Canada.
- Provided required documents listed in the Volleyball Manitoba Screening Policy.
- Head Coaches should be fully certified at the NCCP level applicable to the age they are coaching.
- Assistant Coaches should meet the Volleyball Manitoba Year 1 coaching requirements.

### **Conflict of Interest**

Volleyball Manitoba strives to hire the best coaches available to provide athletes with a positive experience in the Team Manitoba program. Team Manitoba coaches dedicate a lot of time to the sport and are often recognized as leaders in the volleyball community. Their experience and knowledge of the game often makes them highly sought after to coach at the club and school level. Their willingness to serve others by coaching in a variety of roles may at times place them in a position where they are at risk of finding themselves in a conflict of interest. In some cases, the best coach(es) available may be a parent of an athlete or a coach who has worked with athletes previously.

Coach applicants who have a close relative (daughter/son, niece etc.), friend or athlete (s) they have previously coached participating in the Team Manitoba program they are applying to coach are still eligible to be selected so long as they:

- 1) Meet the stated coach eligibility criteria.
- 2) Declare that they may be in a conflict of interest during the application process.

Athlete selection for all Team Manitoba programs is a collaborative effort between the coaching staff of that age category, other Team Manitoba coaches, Provincial Performance Coach and other independent coaches. In no cases will a Head or Assistant Coach have the authority to select athletes unilaterally to the team they are assigned to lead. In the case where a coach has declared a conflict of interest, the coach may present their rationale for including/excluding a player from selection however that coach will be asked to remove themselves from the final decision. For further details, please refer to the Team Manitoba Athlete Selection Policy.

### **Number of Positions Available**

The number of head coach and assistant-coach positions available in the Team Manitoba program depends on the age group of the program and the number of teams offered in a season. The number of available positions will be announced each year and may vary.

### **Coach Selection Criteria**

The following criteria will be considered when selecting head coaches and assistant coaches for Team Manitoba programs.

- Athlete Development Knowledge
  - Practical understanding of the Volleyball Canada's Long-Term Athlete Development model for volleyball
- Practical understanding of positive youth development principles
- Previous experience working with athletes at the level of the program they apply for.
- Previous experience in a Team Manitoba program.
- Volleyball Technical and Tactical Knowledge
  - Experience with elite volleyball and familiarity with international skills standards
- Coaching Skills
  - Coaching experience, and understanding of motor learning principles
  - Ability to develop positive relations with athletes
  - Ability to create effective learning environments
  - NCCP certification
- Personal Attributes
  - Shares Volleyball Manitoba's core values of Collaboration, Integrity and Progressive
- Self-awareness
- Interpersonal skills
- Assessment of future potential
- Demonstrates a desire to learn and develop as a coach

### **Please Note:**

It is a priority for Volleyball Manitoba to promote the participation of women in coaching at all levels. The Team Manitoba program strives to have at least one coach (Head or Assistant) of the same gender of the team they are coaching.

### **Selection Process:**

#### **Head Coaches**

- 1) Job Posting
  - The Head Coach positions with full job description will be posted on the Volleyball Manitoba website.
  - Other modes of communication will be utilized but not required, for example circulating job posting through email and newsletters.
  - The positions will be posted for a minimum of ten (10) days.
- 2) Coach Application
  - Coaches interested in the positions will apply as indicated in the job description by the posted deadline.

### 3) Application Review

- The applications will be reviewed by an Application Committee who will rank the applications. The committee will be composed of a minimum of two of the following people:
  - Volleyball Manitoba Provincial Performance Coach
  - Provincial Performance Committee Chair
  - Member(s) of the Provincial Performance Committee

### 4) Interviews – \*If required

Depending on the number of applicants, the top candidates as ranked by the Application Committee may be invited for an interview to be done in-person or over the phone.

In the case of a Major Games (Canada Games) position, in-person or phone interview with the top candidates is required.

The candidates will be given a task to complete in preparation for the interview.

The interview panel will be composed of the Volleyball Manitoba Provincial Performance Coach and a minimum of two (2) of the following:

- Executive Director of Volleyball Manitoba
- Chair of the Provincial Performance Committee
- Member at large of the Provincial Performance Committee
- A coach with previous experience at the Canada Games or post-secondary level
- Representative of Coaching Manitoba
- Representative of Sport Manitoba

### 5) Final Selection

Following the interviews and presentation of screening documentation, the selected candidates will be notified of their selection as Team Manitoba coaches.

## **Assistant Coaches**

### 1) Job Posting

- The Assistant Coach positions with full job description will be posted on the Volleyball Manitoba website.
- Other modes of communication will be utilized but not required, for example circulating job posting through email and newsletters.
- The positions will be posted for a minimum of ten (10) days.

### 2) Coach Application

- Coaches interested in the positions will apply as indicated in the job description by the posted deadline.

### 3) Application Review

- The applications will be reviewed by an Application Committee who will rank the applications. The committee will be composed of a minimum of two (2) of the following people:
  - Volleyball Manitoba Provincial Performance Coach
  - Provincial Performance Committee Chair
  - Member of the Provincial Performance Committee

\*The head coach of the team may be consulted by the above-mentioned committee to discuss the assistant coach options. This will be done to ensure compatibility of the candidates prior to the naming of the assistant coaches.

4) Final Selection

The successful candidates will be notified of their selection as Team Manitoba Assistant Coaches.

Approved by the Provincial Performance Committee

February 2020