

Position Description: State Team Head Coach
Reports To: General Manager Basketball Operations

Fundamental Purpose of Position

The purpose of the State Team Head Coach (HC) is to provide leadership, knowledge and support to steering their allocated team to best prepare them for the Australian Junior Championship (AJC).

The HC must liaise closely with affiliate members of Basketball Victoria (BV) that are responsible for Basketball participation and development of the sport within Victorian metropolitan, regional and country areas.

The HC will lead the day-to-day coaching of elite and selected athletes, supporting coaches and team support staff to successfully and proudly represent the State of Victoria at the national level.

Basketball Victoria

BV is a not-for-profit organisation and is the governing body for the sport of Basketball in Victoria. In addition to supporting our affiliated Basketball Associations, BV coordinates a number of participation and development programs for players, coaches and officials.

The broad objectives of BV are to:

1. Encourage, promote, manage and control the sport of Basketball in the State of Victoria.
2. Represent the interests of Basketball and all Victorian Basketballers.
3. Encourage the development of socially desirable attitudes and values towards physical fitness and skill acquisition through play, training and competition.
4. Provide access for individuals to participate in the sport of Basketball in the State of Victoria.
5. Provide individuals with the opportunity to maximise their potential by competing in the highest level of Basketball competitions possible, given their own ability.

All BV Staff Responsibilities

All BV staff (paid and voluntary) play a key role in ensuring we achieve our identified objectives. This includes we:

1. Enact our vision in what we do;
2. Show respect for others and their roles;
3. Fulfil our role to the best of our ability, and seek ongoing improvement;
4. Recognise we are the face of Basketball in Victoria;
5. Operate professionally, and ask when unsure;
6. Be honest;
7. Show initiative;
8. Support each other;
9. Work to minimise the barriers within and to our sport; and
10. Create the environment that encourages people to contribute to our sport and continuously improve our status in the larger community.



Inclusion

BV has a commitment towards the inclusion of all members of the community across all facets of our sport. BV recognises the influence and impact sport has on the wider community and encourages participation from the wider community regardless of age, gender, race, religion or disability.

Inclusion incorporates:

1. Knowledge and understanding of;
 - a. Disability
 - b. Culturally and Linguistically Diverse Communities (CALD)
 - c. Indigenous and Torres Strait Islander
 - d. Women and Girls;
2. The provision of programs and events all populations of the community as part of the everyday business and activities undertaken by BV;
3. Utilisation and understanding of the BV Inclusive Basketball Strategy;
4. Strengthened capacity of BV's organizational knowledge and understanding of inclusion through change management principles and practices.

Specific Responsibilities of the Position

1.0. Planning and Evaluation

- 1.1. To manage, maintain and continuously improve the endorsed Victorian Style of Play document and implement it into your team.
- 1.2. To attend a compulsory planning and preparation meeting after appointment (September or October) with all other appointed State HCs for the upcoming year to ensure consistency of approach is understood and implemented.
- 1.3. To plan the preparation schedule for the upcoming AJC attending; including athlete fitness, training sessions, recovery and other related events.
- 1.4. To organise selection trials, training venues, practice games and training sessions.
- 1.5. U16's Head Coach is to attend the U16 Victorian Combine on Saturday, 6 March, 2021 at the State Basketball Centre. U16 Country Head Coaches also to attend camps/ sessions listed in 3.3 below.

2.0. Athlete Assistance and Support

- 2.1. The HC will ensure (with the guidance of the respective High Performance Head Coach), that selected and identified athletes receive throughout the program;
 - a. Maintenance of accurate data base of information past and present;
 - b. Individual Performance Plans (IPP);
 - c. Individual Basketball Coaching;
- 2.2. To assist with the administration of BV's annual Athlete Agreements and IPPs.
- 2.3. To ensure, through the communication and monitoring of the Athlete Agreements, that all identified SDP and State team athletes are:
 - a. training under adequate and safe conditions;
 - b. monitored by their allocated coaches as specified;
 - c. adhering to the State Development Program (SDP); and
 - d. complying with the terms of their Athlete Agreement.
- 2.4. To ensure, that there is monitoring and evaluation of each identified athlete's competitive and training program, by providing updates on each players development via their IPP.



3.0. State Team

- 3.1. Under the direction of BV's High Performance Head Coach, the HC will conduct team selections for the upcoming AJC. Teams should be based on the best team players and as a base criteria of selection the team should comprise;
- x2 Point Guards;
 - x2 Shooting Guards;
 - x2 Swingmen;
 - x2 Power Forwards;
 - x2 Centres;
 - plus, up to five (5) emergencies. It is recommended the emergencies ideally cover the five (5) positions on the Basketball floor but also have a mix of bottom age players in preparation for the following year's AJC.
- 3.2. The Selection Panel and voting entitlements for all BV State teams shall be;
- Head Coach – 2 votes
 - Assistant Coach – 1 vote
 - Assistant Coach – 1 vote, and
 - BV High Performance Head Coach – 1 vote (if required).

- 3.3. State teams must be selected within a four (4) week period, based on the following recommended schedule;

Selections:

Country / Metropolitan – U16, U18 and combined Kevin Coombs, Ivor Burge and U20 teams.

- Week One – “Open Gym” of athletes being nominated by Basketball Victoria affiliated Associations.
 - Under 16 process to commence in February;
 - Under 18 process to commence in November;
 - Kevin Coombs Cup process to commence in November;
 - Under 20 process to commence in November (following secondary school exam periods);
 - Ivor Burge process to commence in November.
- Week Two – Session of identified athletes selected from the “Open Gym” session with and all respective athletes within the SDP/VNPP.
- Week Three – These sessions are to be held to reduce the athlete numbers to a squad of 15-25.
 - Under 16 Squads will then be split into three sub teams who will participate in the U16 State Combine
 - The State Combine is an annual event to held the second Saturday of March at the State Basketball Centre – whereby Country and Metropolitan squads play two officiated games against each other.
 - Under 18 Squads will then be split into two sub teams.
 - Country teams will participate in the annual tournament held in January being the Australian Junior Basketball Country Cup (held in Albury), and
 - Metropolitan teams will participate in the annual tournament held in January being the East Coast Challenge (held in Sydney).
- Week Four – The final team of 10 selected players and up to five (5) emergency players are to be advised to the Basketball Victoria General Manager Basketball Operations for official endorsement before any athlete can be officially advised.
 - U16 Squads – at the conclusion of the U16 State Combine, and
 - U18 Squads – the following day after the conclusion of the respective; Australian Junior Basketball Country Cup or East Coast Challenge.



- 3.4. The State team's final selected team list must be provided to the High Performance Head Coach to then present the team to the General Manager Basketball Operations within a minimum of eight (8) weeks prior to game one of the respective AJC commencement date. U18 selection immediately after ECC / Country Cup. U16 immediately after U16 Victorian Combine.
- 3.5. It is the HC's responsibility to individually speak to each delisted player in selection Weeks Two through Four. The HC must provide feedback on what the athlete needs to work on to improve their game and why in this instance they have not been selected in the respective State team. The HC is also encouraged to liaise with the athlete's home Association's Direct of Coaching for openness.
- 3.6. The HC must oversee team medical, well-being, hydration and recovery needs for all selected athletes throughout the process from selection to the final AJC commitment. – in conjunction with the team physio.
- 3.7. The HC is to ensure that all selected players undertake a comprehensive physical assessment by the appointed medical team staff. The athlete's physical fitness, health and well-being must be signed-off at this point in order for the athlete to be able to attend the AJC, seven (7) days prior to departure to the AJC.

4.0. Australian Junior Championships

- 4.1. The HC is required to manage, administrate and support the appointed State team coaching and support staff with their preparations of the team for the Championship. This includes:
 - a. the selection process;
 - b. on-site requirements;
 - c. meal planning;
- 4.2. In order to staff to optimally prepare and communicate with support staff, the HC must provide:
 - a. competitive preparation schedule;
 - b. training preparation schedule;
 - c. on site detailed practice plans; and
 - d. tapering and peaking programs.
- 4.3. In the preparation phase for the upcoming AJC for our;
 - 4.3.1. U20 State teams, the HC must ensure that meaningful practice games are played. As such, two (2) practice games must be arranged between the respective State team and "Victoria A" Women's and Men's teams.
 - 4.3.2. U16 and U18 State teams, the HC must ensure that meaningful practice games are played. As such, two (2) practice games must be arranged between the respective Country and Metro Men's and Women's teams – one (1) game is to be hosted at a metro venue and one (1) practice game is to be hosted at a regional/country venue.
- 4.4. The HC is required to conduct individual evaluations of the performance of all the coaching and team staff within one (1) month following the AJC to assist their professional development.
- 4.5. The HC is required to co-ordinate video and computer scouting resources for the AJC.

5.0. Communication

The HC is required;

- 5.1. To ensure that the General Manager Basketball Operations, High Performance Head Coach (Country or Metro), State Team Administrator, State team players, coaches and support staff and parents are informed of all team matters in a timely manner.
- 5.2. To liaise closely with each athlete's home Association's coach and Coaching Director to ensure the best welfare and training load of the selected player/s is best managed to ensure maximum performance.
- 5.3. To ensure strong relationships are developed and maintained with related BV office staff.



- 5.4. To maintain clear and timely communication with selected team members and appointed team support and coaching staff and the selector.
- 5.5. To mentor the appointed Assistant Coaches and to set goals and assist with their professional development.

6.0. Other Responsibilities

The HC is required:

- 6.1. To complete all paperwork (including BV's State Team Coaches Agreement) required by BV and Basketball Australia in a timely manner and uphold the conditions and rules prescribed.
- 6.2. To ensure that whenever Victoria Country teams play Victoria Metro teams in an AJC fixture that the Victoria Country teams wear their traditional WHITE playing uniforms and the Victoria Metro teams wear their traditional NAVY playing uniforms.
- 6.3. To ensure BV commercial partners are supported and recognised.
- 6.4. To represent the State of Victoria and BV with the appropriate manner and professionalism at all times, on and off the Basketball court.
- 6.5. To adopt a personal culture of excellence and high standards that ensure the HC is a well respected role model for our elite athletes.
- 6.6. To provide the General Manager Basketball Operations at the conclusion of the AJC a full set of opposition scouting notes and a complete set of videos of games played for BV archives.

Key Skills and Behaviours necessary to fulfil the Position

1. Mandatory Level 2 (Association) NCAS Accreditation or above;
2. Understanding of what is required to achieve success at an AJC;
3. Ability to improve and add to the current athlete skill base;
4. Experience in staff supervision and people management;
5. Excellent organisation skills;
6. Excellent and appropriate presentation skills;
7. Well developed oral and written skills;
8. Ability to represent Basketball in a professional and respectable manner;
9. Excellent leadership ability;
10. Ability to manage and supervise large groups of varied personnel;
11. Demonstrated outstanding Basketball knowledge and coaching experience at an elite level;
12. Desire to develop and educate others;
13. Ability to communicate with all members of the Basketball community;

Selection Process

The HC is appointed after submitting an application to the General Manager Basketball Operations in response to an advertisement being placed on the BV website and social media. Successful short listed candidates will then be invited to an interview where the candidate will be required to present to the approved Victorian State Team Coaching Selection Panel.

At this Victorian State Team Coaching Selection Panel interview the prospective HC is to identify their detailed plan for the upcoming AJC, including but not limited to; specific training dates, the selection process, the understanding of the age group and illustrate on video their proposed style of team play.

Remuneration



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A one (1) year appointment will be offered to the selected candidate. The HC will be appointed by 1 October of each year until their review is completed following the respective AJC applying for.

This is a voluntary, non-paying, non-playing, appointment, however reasonable assistance will be provided from BV and the team's budget for travel, meals, uniform and accommodation expenses incurred to attend the respective AJC.

An annual appraisal of the position shall occur in the two (2) weeks immediately following the conclusion of the AJC by the General Manager Basketball Operations (or his/her delegate) and compliance with this position description shall be considered in detail.

Position Description prepared by:

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May 2020



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