

COACH SELECTION POLICY

Volleyball NT (VNT) is committed to the selection of coaches for competitive events in a manner that is objective, consistent and transparent. The selection process is based upon a set of mandatory requirements and a number of evaluation criteria. This policy is intended to set out the selection process.

APPLICATION PROCESS & REQUIREMENTS

Openings for Coach positions will be posted on the VNT website with full job description for a minimum of 2 weeks. Other modes of communication may also be used but are not required. Job postings must include all qualifications required by the Technical Package for the competition, all selection criteria to be considered by VNT and the documents and information to be included in the application.

All applications must be sent to VNT's Executive Director .

Applications received after the due date will not be considered, exception for exceptional circumstances.

SELECTION COMMITTEE

VNT shall appoint a committee to select the coaches. The Selection Committee's purpose is to assist the board in the oversight responsibilities of coach selections. The Committee shall be composed of members that have expertise in technical matters in the sport of Volleyball.

The Committee shall include at least two VNT Board members. A minimum of one member of the Selection Committee must reside outside of the City of Yellowknife. There must be an odd number of people on the Selection Committee.

SELECTION PROCESS

The Executive Director will acknowledge receipt of all applications and forward all to the Selection Committee. Eligible applicants will be contacted within 2 weeks of the application deadline to schedule interviews.

The Committee will review all applications and they will complete an evaluation criteria sheet for each applicant selected for an interview. The Board must approve the applicants recommended by the Selection Committee. Upon approval of the Board, applicants will be notified within 1 month of the application deadline unless there are exceptional circumstances that require additional consideration.

Where the selection is for an Assistant Coach and/or a Manager position; the Head Coach **may** be included in the selection of the team's Assistant Coach and Manager.

CONFLICT OF INTEREST

The Committee members must declare all potential conflicts of interest in writing to the Executive Director and the Committee Chair, as specified by the VNT Conflict of Interest Policy.

Coaches must abide by the VNT Conflict of Interest Policy. Coaches are responsible for declaring any potential conflict of interest that may arise throughout the program.

MANDATORY CRITERIA

The mandatory criteria must be met by all applicants.

a) Member of the VNT

The coach must be an active member in good standing of VNT, and be registered through the National Registration System (NRS).

Coaches residing outside the NWT may apply but must register with VNT. Preference may be given to NWT residents.

b) Development Coaching Certification

All coach applicants must have their Development 'Certified' designation, or must provide a written commitment to complete the required qualifications prior to the competition.

Additional certification may be required by the Technical Package of the competition. A complete list of required qualifications and the full selection criteria will be included in the job posting.

c) Criminal Record Check

A current Vulnerable Sector Check should be submitted with the application.

d) Valid Passport – for international competitions, applicants must provide a copy of a valid passport.

e) Commitment to implement VNT's policies and procedures.

f) Must be above the age of 18.

g) Applicants must include a copy of their NCCP transcripts and two references.

APPEALS

Appeals from coach selections shall be decided in accordance with the VNT Appeals Policy.

EVALUATION CRITERIA

Each applicant will be evaluated for each of the following criteria on a scale of one (low) to five (high). Each Committee member will evaluate each applicant individually before determining a total by combining all scores from each Committee member. The weight of each criteria may vary to fulfill the requirements set by the Board for each competition (i.e. Competitions may be utilized for coach development while other competitions may require a higher level of certification).

The weight for each criterion can vary with the competition as determined by the Board. The weight for each criterion set by the Board will be communicated through the job description. Relatively recent playing and coaching experience may carry more weight

Applicants will be asked to address the following criteria in their applications and in their interviews.

Criteria (Head Coach)	Score
Personal Development <ul style="list-style-type: none"> • Volunteer Experience in Volleyball and Other Relevant Experience • Leadership and Management Training • Personal Goals in Coaching 	
Coaching & Playing Experience <ul style="list-style-type: none"> • Level and Extent of Playing Experience • Level and Extent of Coaching Experience • Current and Past Coaching Performance (feedback received from Team NT programs, if available) 	
Coaching Knowledge and Certifications <ul style="list-style-type: none"> • Coaching Certifications • Knowledge of Player Evaluation and Selection • Knowledge of Technical Systems • Personal Coaching Philosophy • Ability to Train and Prepare Athletes for the Competition • Knowledge of Building Team Unity 	
Inter-Personal Skills <ul style="list-style-type: none"> • Ability to Work with Others • Ability to Communicate Effectively 	
Comments:	Total:

*This evaluation sheet is for internal use only. Not to be given to the applicants. Applicants can request feedback.

Criteria (Assistant Coach)	Score
Personal Development <ul style="list-style-type: none"> • Volunteer Experience in Volleyball and Other Relevant Experience • Leadership and Management Training 	
Coaching & Playing Experience <ul style="list-style-type: none"> • Level and Extent of Playing Experience • Level and Extent of Coaching Experience 	
Coaching Knowledge and Certifications <ul style="list-style-type: none"> • Coaching Certifications Required • Knowledge of Player Evaluation and Selection • Overall Technical Knowledge • Personal Coaching goals 	
Inter-Personal Skills <ul style="list-style-type: none"> • Ability to Work with Others • Ability to Communicate Effectively 	
Comments:	Total:

Contact Information

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