

# Brisbane Metro Baseball

## Coach Selection Policy



### 1. Object and application of policy

- This policy applies to the coaching staff of all Brisbane Metro Baseball (**BMB**) representative teams.
- The object of this policy is to provide for a clear, transparent framework for the selection of BMB coaches in a way that:
  - Provides the best possible coaching environment for BMB players and teams
  - Fosters coach development within the region and supports the involvement of coaches across all of BMB member clubs
  - Ensures the coaching staff and player selections are perceived as fair and balanced.
- BMB selection decisions will not differentiate on the basis of gender. However, for the Girls/Youth Women/Division 1 Women's teams, the inclusion of 1 or more female coaches on the coaching staff is desirable.

### 2. Eligibility for coaching positions

- The eligibility criteria for coach positions are:
  - Holds current USA B accreditation – certificate provided to BMB
  - Holds a current blue card – evidence provided to BMB
  - Demonstrates a commitment to The Metro Way
  - Has signed, and adheres to, BMB's code of conduct
  - Is registered in GameDay as a financial member or volunteer for a BMB member club
  - For a head coach:
    - previous experience as head or assistant coach, at State or regional level, in a tournament is highly desirable
    - availability to attend training sessions and attendance throughout the tournament
  - For an assistant coach:
    - Previous experience coaching at club level
    - Ability to assist with running on-field activities
    - Availability to attend training sessions and attendance throughout the tournament.
  - If the coach has a child in the age group: is committed to coaching the team even if the player is not selected in the team.

### 3. Selection process for coaching staff decisions

- BMB will seek EOIs for coaching staff for a representative team by publishing a notice on its website and on Facebook.

- Coaches wishing to be considering must properly complete the EOI form.
- Head coaches will be selected by the BMB committee, including its Regional Director of Coaching (or another independent coach identified by BMB), in its sole discretion. Assistant coaches will be selected by the BMB committee in consultation with the head coach.
- The committee will consider a range of factors including:
  - level and depth of coaching skill and experience
  - overall balance in the makeup of the coaching staff, including balance across BMB's member clubs, balance in the skillsets of the coaches etc.
  - the desirability of including non-parent coaches in the coaching staff.
- As part of the selection process, BMB may decide to interview applicants or ask for further information to inform its decision.
- Successful applicants will be advised of BMB's decision by email before an announcement of the coaching staff is made publicly.
- Unsuccessful applicants will be provided with feedback about why they were unsuccessful.
- If a coaching position becomes vacant due to a coach resigning, BMB may make an appointment to the vacant role without undergoing a full EOI process.

#### 4. Duties of coaching staff of BMB representative teams

- Collectively the coaching staff are responsible for:
  - player selections, in accordance with the BMB Player Selection Policy
  - co-ordinating on field practice sessions in the lead-up to the tournament, by reference to the playbooks published on the BMB website
  - ensuring practice sessions are safe and productive, and that the players are adequately prepared for the tournament
  - liaising with the BMB committee generally and, in particular, in relation to field and equipment hire for the team
  - modelling The Metro Way to players and parents
  - at the tournament:
    - managing the team on field, including ensuring mandatory play requirements and other tournament rules are complied with
    - managing behaviour of players and staff and liaising with BMB committee if there are any issues
    - assist the EO if there are any off-field player or parent issues
    - for a tournament involving travel: travelling and staying with the team
  - returning equipment borrowed from BMB.