

YKMHA Development Team Coach Selection Interm Policy

Approved: June 28th, 2016

Purpose

YKMHA will employ a Coach selection policy provides every applicant a fair opportunity to fulfill the role as Development Team Coach. This policy will outline the process that will be utilized in this selection process.

Scope

This policy applies to all who apply to coach the Novice through Midget Development Teams, Female Development Team and the Atom to Midget B Teams. As the Novice B Team will not travel, the selection process for this team will follow a similar process to House League Coach Selection.

Selection Committee

The President of YKMHA will appoint a three member selection committee. It is vital that there are no conflicts of interest on this board therefore the President shall strive to appoint the majority of board members who currently do not have any ties within YKMHA but have shown an understanding of Hockey Canada Policies and Procedures.

The Selection Committee will have the ability recommend adjustments to the selection process to the Executive, based on the committee's past experiences. These adjustments will be presented to the Executive for approval prior to being actioned.

The selection committee will follow the procedures outline below and make a recommendation to the Executive on applicants the have chosen to fill the roles as Development Team Coach. The Executive will then accept the recommendations as written or amend the list with written explanation.

Whenever possible, the President of YKMHA will ask Hockey North to oversee the process.

Interference

Any applicant or member of the association that interferes with, or attempts to interfere with the selection process will be referred to the Director of Ethics and Discipline and may result in removal of eligibility. Interference can be defined, but is not limited to, intimidation techniques either in person or over social media, threats, bribes etc.

Process

The following process will be utilized in the selection of Development Team Coaches.

Stage 1: Application – All interested candidates will fill in an online application form found at www.ykminorhockey.ca following the links provided. Prior to filling out the application, the candidate shall complete the Respect In Sport course and provide the certificate number in the space provided.

Stage 2: Application Package – The candidates will provide the Selection Committee an Application Package that will include a resume of coaching experience including a record of Hockey Canada training, a seasonal development plan and a fundraising plan and any other supporting documents. The Applicant Package will be scored as per the score sheet at Annex A. This score will account for 25% of the total mark.

Stage 3: Interview Process – The Selection Committee will interview each candidate. Each candidate will be asked the same bank of questions. The Selection Committee has the discretion to use scenario based questioning in order to assess candidates competency. The Selection Committee will have full discretion in determining the line of questioning they wish to use. The interview score will account for 75% of the total mark.

Following all three stages, the Selection Committee will provide the President their recommendation for each coaching position. The President will then provide the Executive the list and the vote of acceptance will take place. This can either be via email or a special in camera meeting of the Executive.

Notification of Acceptance

Following the vote by the Executive, the President will call the successful candidates and offer them the position. Unsuccessful candidates will be notified via email once all successful candidates have accepted the offer.