Baseball Manitoba
Provincial Coach Selection Policy

1.   The VP of High Performance (or Program Director) shall create an advertisement for the positions of head Coach, Assistant Coach and General Manager for Team Manitoba. This advertisement will be sent electronically via email, and social media, posted on Baseball Manitoba's webpage and sent via other avenues regarding the need for coaches.

2.   Advertisements shall state the deadline for receipt of applications

3.   All applications must be received on or before the date stated in the advertisement

4.   Applications received after said date will not be accepted.

5.   Should no applications be received for a position, then that position shall be reopened for competition or, a coach may be sought out and named by the selection committee.

6.   Application should include:
   - Coaching credentials
   - Coaching experience at the Baseball Manitoba league and Provincial levels, for Baseball and other sports
   - The position (head coach, assistant or manager, etc), division, and team (if applicable)
   - A minimum of two (2) character references

7.   Applications will be distributed to the Selection Committee meeting by the Program Director. A selection committee will named by the VP of High Performance (see #13)

8.   Criteria for selection include, but are not limited by:
   - Meeting required certification
   - Number of years coaching baseball at the Provincial and Baseball Manitoba league level, as a Head Coach and Assistant Coach
   - Experience on previous Team Manitoba programs
   - Category and level of the teams coached
   - Experience on other baseball teams (college, national, professional)
   - Current active coaching
   - A detailed team plan
   - Experience the applicant has acquired at the Baseball Manitoba league and elite levels, and from other sports
   - Feedback from character references

9.   An applicant not meeting the minimum qualifications shall not be selected over one who meets or exceeds the stated qualifications, unless their experience and ability vastly exceeds those of the more qualified applicant. The selected applicant not meeting the minimum qualifications must be willing to attend the required courses in order to get those qualifications during the season.

10.   If the Coach has a child registered in the division the player must be capable of making the team based solely on their playing ability. The child does not automatically

make the team because the parent is a Coach. In the event there is a question as to the ability of the child to play at the level the Coach is applying an evaluation will be done on the player by an external party.

11. All applicants will be notified of the results in writing, within fourteen (14) days of the selection committee meeting.

12. At the meeting between of the Baseball Manitoba Coach selection panel and prospective Provincial coaches, the VP of High Performance shall:
    - Chair the selection committee meeting
    - Set a date, time and place for the meeting
    - Vote, only in case of a tie

13. The selection committee may consist of any 4 of the following – VP of High Performance, VP of Coaching, Program Director, and up to 3 members of the HP Committee selected by the VP of High Performance, who must be present during the entire process.

14. None of the committee members can be applying for a position or an immediate family member of one who is applying.

15. Selection of each coach shall be by a simple majority vote. Voting will be done by ballots passed out with each committee member having a vote. Voting shall be by secret ballot.

16. In the case of a tie, the Chair will cast the deciding vote. In the case of three (3) coaches or more applying for the same position, if after a vote there is a tie between two (2) coaches the members shall vote again on those two (2) coaches; if they are tied after the second vote, than the chair will cast a vote.

17. Any unsuccessful coach applicants will be informed of why they were not selected.

| **PSO Board of Directors Approval Date:** | March 19, 2023 |