**IMHA Coach Selection Process**

1. The IMHA is committed to an open and transparent process to recruit and appoint coaches for each team within the Association.
2. All individuals interested in coaching must apply annually by way of the IMHA coaching application (available on the IMHA website). In addition, it is required that the applicant provide a Valid Vulnerable Sectors Check. Applications will be accepted by the Director of Player/Coach Development.
3. Prior to the evaluations, potential Head Coaches will be pre-approved by the Board of Directors. Approved applicants will be asked to observe player evaluations, of their age category, to assist with team selection.
4. **Head** **Coach Selection**

The Director of Player/Coach Development shall, at the conclusion of each round of the tiering evaluations, for each respective age group, provide a recommendation to the IMHA Board of which individual they would recommend be appointed as Head Coach for each team, for Board approval. These recommendations should be based on the following criteria, that have no specific weighting associated to each category:

**Qualifications**: Applicants will be reviewed to determine if they have the necessary qualifications to meet the minimum coaching standards as required by Hockey Alberta and/or Hockey Canada. Preference may be given to those that have advanced coaching level qualifications.

**Experience**: Applicants will be reviewed based on previous coaching experience (levels/years). Consideration may be given to other hockey related experience (scouting, playing history, etc).

**Historical Evaluation**: Applicants will be reviewed based on evaluations received from previous coaching assignments.

**Personal Suitability:** Applicants will be reviewed for their historical disciplinary record, professionalism, and community reputation, given their role as an ambassador for the community, and IMHA. A previous disciplinary record does not negate an appointment.

1. **Assistant Coach Selection**

Head Coaches will be provided a list of Assistant Coaches that have been pre-approved by the Board, after undergoing an evaluation based on Qualifications, Experience, Historical Evaluation, and Personal Suitability, as listed above. Head Coaches will select their Assistant Coaches from this list and do not require Board approval. IMHA can/may make recommendations, but it is the Head Coaches’ choice.

1. **Courses/Qualifications/Vulnerable Sector Check**

Coaches must meet all qualifications of their position by November 15.

1. **Conflict of Interest**

Should a member of the Board of Directors be an applicant for a Head Coach role, they will be removed from the decision-making process. An Ad Hoc member of the IMHA Board of Directors will take the lead in assessing the applicants for that age group.