

## **Canada Games Staff Selection Policy**

### **1.0. Definitions**

1.1. The following terms have these meanings in this policy:

- i. MLA – Manitoba Lacrosse Association
- ii. BOD – Board of Directors of the Manitoba Lacrosse Association
- iii. Games – 2021 Canada Summer Games

### **2.0. Purpose**

2.1. The purpose of this document is to set out the process that will be used by the Organization to select coaches to represent the Organization at the 2021 Canada Summer Games.

### **3.0. Objective**

3.1. The objective of this selection policy is to select up to a total number of 6 coaches who will participate in the 2021 Canada Summer games. Coaches are selected in the following categories:

- i. Head Coach (Male Team)
- ii. Head Coach (Female Team)
- iii. Assistant Coach (Male Team) x2
- iv. Assistant Coach (Female Team) x2

### **4.0. Eligibility**

4.1. To be eligible for selection, coaches must:

- 4.1.1. be a member of the MLA in good standing;
- 4.1.2. be willing to achieve a Competition Development Certification in box lacrosse by December 31<sup>st</sup>, 2020.

4.2. Coaches must:

- 4.2.1. have coaching experience at the local and provincial, regional, national, or Canada Games level;
- 4.2.2. have sound coaching principles and a good history (record, conduct, rapport, etc.) of coaching;
- 4.2.3. possess the ability to interact with the age group of athletes who compete in Canada Games, encompassing ethical practices, moral behaviours, parental interaction, as well as the ability to interact in a cooperative nature with other team officials both on their own team and those with other provincial games teams;
- 4.2.4. be familiar with the structure of their sport (provincial, regional, national level);
- 4.2.5. have previous experience with public relations, working with the press, public speaking, fundraising capabilities, etc.;
- 4.2.6. act as an ambassador of the province and their sport;
- 4.2.7. be prepared to spend many hours at this task, in addition to regular commitments; and

- 4.2.8. agree to the responsibilities outlined in the Head Coach and Assistant Coach Agreement form.

## **5.0. Selection Process**

- 5.1. The Canada Games Committee shall initiate a public solicitation of applications through any means deemed appropriate.
- 5.2. This call for applications shall be open for a minimum of two weeks. Within this time an information session will be scheduled.
- 5.3. Applications may be for the position of Head Coach, Assistant Coach, or either Head or Assistant Coach.
- 5.4. Coaches may wish to specify whether they are willing to coach the male or female team and what their preference is.
- 5.5. The Canada Games Committee shall recommend members for the Coach Selection Committee to the BOD. The BOD will approve a Coach Selection Committee whose purpose is to interview and rank applicants. This committee will then make a recommendation to the BOD.
- 5.6. The Coach Selection Committee must be free from actual and perceived conflict of interest and, where conflict of interest may exist, Committee members must identify the conflict and excuse themselves from selection decisions where an actual or perceived conflict is present. Parents of potential Canada Games athletes, or other individuals deemed by the Organization to have special interest in the selection process, are not permitted to be members of the Coach Selection Committee.
- 5.7. The Coach Selection committee will convene to interview candidates for Head Coach within 5 weeks of the deadline for applications.
- 5.8. Once ratified by the MLA BOD, the chosen head coaches will join the Coach Selection Committee to select the Assistant Coaches. Recommendations of final coaching staff will be made to the MLA BOD for final approval.
- 5.9. The Coach Selection Committee will take into consideration, but are not limited to, the following when making their selection for the Head Coach (when necessary) and the Assistant Coaches:
- i. Coaching certification;
  - ii. ongoing professional development;
  - iii. coaching experience at various contexts;
  - iv. experience with year-round programming; and
  - v. interview performance.

## **6.0. Coach Screening**

- 6.1. Individuals who have been conditionally approved as Head Coaches or Assistant Coaches for the games must agree to follow the MLA, Sport Manitoba, and Canada Games Screening Policies.

## **7.0. Appeals Process**

- 7.1. If a candidate for a coaching position is not selected or a coach is removed, he/she may appeal the decision as per the MLA Appeals Policy.

**Notes:** The MLA reserves the right to select coaches from outside the pool of applicants in order to adhere to requirements set by the technical package.

The MLA reserves the right to alter the aforementioned timeline if circumstances require it, as determined by the BOD.