



Introduction

The objective of this Coach Selection Process is for the Belleville Ravens' Executive to effectively evaluate and select coaches who best meet the needs of players, parents, the Belleville Ravens Volleyball Club, and the Ontario Volleyball Association. This process will create a fair, equitable, and transparent coach selection process. The Executive will govern the coach selection process to ensure that the process is executed in a thorough, objective manner whereby every applicant is treated fairly and given an equal opportunity to coach with the Ravens Volleyball Club. These written procedures will be reviewed annually and will be posted on our website.

Coach Selection Process

The Executive will determine, no later than the annual year-end banquet (May of each year), the timeline for coaching selections. A Coach Selection Committee will be established from Executive and Board members (no less than three) and a Committee Chair will be identified. Club members and the public will be notified via email, the Ravens website, and social media when the coaching selection process begins.

Each applicant for Head Coach will be required to complete an online coaching application outlining their choice of age group, skills, and experience. Once the coaching application registration is closed the Executive will review and discuss each applicant, and consider his or her qualifications before the interview process begins. Qualified Head Coach applicants will be contacted by the Coach Selection Committee Chair to arrange for either an in-person or online interview.

Once selected, Head Coaches will work in collaboration with the executives to determine their coaching staff. Anyone interested in becoming an Assistant Coach should complete the online coaching application as well.

Guiding Principles to Selecting Applicants for Interviews

The applicant:

- Has the necessary experience and background to effectively coach and positively mentor the players they have applied to coach
- Will contribute to the development of the players both on and off the court
- Is a positive ambassador for the Ravens program and the overall goals of the Club

- Will not use coaching as a platform to emphasize their own child's development and enjoyment
- Has the ability to communicate effectively
- Is at the appropriate National Coaching Certification Process (NCCP) Level or has the ability to complete the required level prior to the start of the season
- Is able to make the time commitment
- Is willing to accept feedback from Executive members or other coaches

Other Information:

Any Executive member that is being considered for a Head Coaching position will not participate in the voting of the applicants within their applied age group.

If there are no Head Coach Applicants for a team, interested Assistant Coaches will be considered for the position.

If a suitable Head Coach candidate is not found, the Executive will search for a qualified volunteer.

In the case where a particular team has multiple willing and qualified coaches, the executive will work with the runner up to find the best fit for them within the club. This could include having more than one Assistant Coach for the team.

When there are more than two applicants seeking the same Head Coach position, and unless a majority vote is made during the first vote, the tying top candidates will be invited back for a subsequent interview.

Once voting is completed, coaching selections are considered final. If, after being selected, and before September 1st, a selected Head Coach resigns, the runner up to the position would have first right of refusal. If they refuse, a new coach search will commence.

Selected Head Coaches will be notified verbally and via email by a member of the Executive within two weeks of the interview.

Selected Assistant Coaches will receive an official offer via email from the executive once the Head Coach has finalized their coaching staff.

Head Coach and Assistant Coach selections, team selections (eg. Two TLS, 1 15U, etc) and the new season fees, and tryout registration will be posted on the Ravens website and social media within four (4) weeks of the Club's tryouts. The past season's players will also be notified via email.