

Framework for Chebucto Hockey Coach Selection Process

Formal Application Process: By way of written submission and/or interview, information will be provided by the Applicant per application process outlined below.

Timelines (Opening Call and Deadline): The call for coaches will be made by the Board, or the Executive VP on behalf of the Board, immediately following the AGM.

Aim of Process: To fairly & objectively select the optimal Coach.

Coaching Selection Committee (CSC): The CSC will include the Executive VP, VP Competitive, VP Recreation, VP Development, VP Risk Management, VP U9 and a Member at Large. Throughout the review and assessment process, if any member of the committee cannot fairly and objectively participate due to a conflict of interest the member will notify the committee. If a member of the committee is in a conflict of interest they will not participate in the selection process for a particular level.

Review and Assessment Process

When there is more than one candidate for a coaching position, the committee will:

1. Confirm with the Vice President of Risk Management that a candidate has a current Criminal Record Check (CRC) with Vulnerable Sector Check on file. If a candidate has an expired check or nothing on file the committee will contact the candidate to have them provide the necessary information.
2. Review all information provided in the application and confirm hockey coaching certifications/qualifications
3. Conduct interviews if necessary
4. Assess all information

Assessment of the application will be made based on the following considerations:

- Competitive Hockey Coaching Experience
- Competitive Coaching Experience (Other Sports)
- Hockey Coaching Certifications (Hockey Canada, NCCP)
- Competitive Hockey Related Experience
- Incumbent Status
- References
- Team Season (Development) Plan
- Other Sports Coaching Certifications
- Other Sports Competitive Related Experience
- Parental Status
- Any Other Relevant Information
- Coaching Feedback/Survey
- Ties to Chebucto

5. Select a coach by consensus

When there is no acceptable/appropriate/qualified candidate for a coaching position, the committee will attempt to recruit additional candidates.

Recreation Coach Selection: A Recreation Coach should be selected in the same manner as a Competitive Coach. However, due to the fact that often positions at certain levels are vacant, the process ends up being shortened to whomever the CSC can find that is willing and acceptable/appropriate/qualified to accept the job. Nonetheless, the application review and assessment process should be followed when there is more than one candidate for a position.

U9 Coach Selection: A U9 Coach should be selected in the same manner as a Competitive Coach. However, due to the fact that often positions at certain levels are vacant, the process ends up being shortened to whomever the CSC or Vice President U9 can find that is willing and acceptable/appropriate/qualified to accept the job. Nonetheless, the application review and assessment process should be followed when there is more than one candidate for a position.

Note Re Incumbent and Non-Parent Coaches: Being a returning coach (incumbent) does not guarantee selection. Being a non-parent coach does not guarantee selection. The Coaching Selection process will fairly and objectively select the optimal coach.