

PERFORMANCE PATHWAYS COACH APPOINTMENT POLICY

Number:	101	Version:	3
Revised:	-	Approved:	March 2026
Authorised by:	CEO	Next Review Date:	March 2027

1. Purpose

- 1.1. The purpose of this policy is to define the procedures, criteria, and governance framework used when coaches are selected, appointed, and where necessary, deselected within Basketball SA (BSA) Performance Pathways programs.

2. Policy and Application

- 2.1. This policy applies to all coaching roles within the BSA Performance Pathways, including (but not limited to):
 - 2.1.1. State Performance Program (SPP)
 - 2.1.2. Emerging Athlete Development Program (EADP)
 - 2.1.3. Ivor Burge Program (IBP)
- 2.2. This includes all Basketball Australia (BA) and BSA-sanctioned events, including:
 - 2.2.1. Australian Junior Championships (AJC)
 - 2.2.2. Ivor Burge Championships
 - 2.2.3. Southern Cross Challenge (SCC)
 - 2.2.4. East Coast Challenge (ECC)
 - 2.2.5. Development camps and pathway programs

3. Philosophy

- 3.1. In alignment with Basketball Australia, BSA adopts a "[Win Well](#)" philosophy, prioritising the development of better people and better performers.
- 3.2. The Performance Pathway Department remains:
 - 3.2.1. Athlete-centred
 - 3.2.2. Coach-driven
 - 3.2.3. Administratively supported
 - 3.2.4. Performance-based

4. Values

- 4.1. Coaches representing BSA must:
 - 4.1.1. Demonstrate respect, accountability, inclusivity, trust, and excellence
 - 4.1.2. Maintain a growth mindset and commitment to continuous improvement
 - 4.1.3. Act as positive role models on and off the court

- 4.1.4. Uphold the highest standards of professionalism and integrity
- 4.1.5. Comply with all BSA and BA policies, codes of conduct, and by-laws

5. Responsibilities

- 5.1. All BSA representatives are held to a minimum standard of the BSA Code of Behaviour.
- 5.2. **Coaches**
 - 5.2.1. Delivering high-performance, development-focused environments
 - 5.2.2. Leading and supporting assistant coaches and integrating support staff
 - 5.2.3. Communicating effectively with athletes, parents, clubs, and stakeholders
 - 5.2.4. Implementing BSA systems of play and curriculum
 - 5.2.5. Managing athlete workload and wellbeing
 - 5.2.6. Prioritising long-term athlete development
- 5.3. **Performance Pathways Department**
 - 5.3.1. Govern and oversee selection and appointment processes
 - 5.3.2. Ensure alignment with strategic priorities and philosophy
 - 5.3.3. Support, monitor, and review coach performance

6. Communication

- 6.1. The Performance Pathways Department is responsible for organising the communication of:
 - 6.1.1. This process and amendments
 - 6.1.2. Selection windows publicly and to clubs for dissemination

7. Eligibility

- 7.1. Coaches must:
 - 7.1.1. Complete an Expression of Interest (EOI) process
 - 7.1.2. Hold a current Working with Children Check (WWCC)
 - 7.1.3. Hold relevant coaching accreditation and/or equivalent experience
 - 7.1.4. Have no outstanding financial obligations to BSA
 - 7.1.5. Declare any actual or perceived conflicts of interest

8. Selection Process

- 8.1. **Expression of Interest (EOI)**
 - 8.1.1. Coaches must submit an EOI outlining preferred roles
- 8.2. **Assessment**
 - 8.2.1. Applications are assessed against selection criteria and program needs
 - 8.2.2. Interviews and consultation may occur where required
- 8.3. **Appointment**

8.3.1. Final appointments are made at the discretion of BSA

8.4. Recruitment Flexibility

8.4.1. Where no suitable candidates are identified, BSA may:

8.4.1.1. Reopen applications

8.4.1.2. Directly approach candidates

8.5. Selection Panel

8.5.1. The Selection Panel will:

8.5.1.1. Consist of a minimum of 3 and maximum of 5 members

8.5.1.2. Include Performance Pathway leadership

8.5.1.3. Include individuals with high-level experience (e.g. AJC level)

8.5.1.4. Reflect diverse experience across South Australian basketball

8.5.2. Panel members are appointed by Performance Pathways leadership.

9. Selection Criteria – Head Coach (SPP & EADP)

9.1. Coaches must meet eligibility requirements and demonstrate:

9.2. Experience

9.2.1. Head or Assistant Coach at Australian Junior Championships and/or

9.2.2. Professional (NBL/WNBL) or semi-professional (NBL1) level and/or

9.2.3. Head Coach at high-level club, district (Division 1 or 2), or interstate competitions

9.2.4. Involvement in EADP, SCC, ECC or equivalent programs

9.3. High Performance Capability

9.3.1. Ability to operate within a structured High-Performance framework

9.3.2. Understanding of national and state pathways

9.3.3. Application of BSA style of play and systems

9.4. Leadership and Management

9.4.1. Leadership of assistant coaches

9.4.2. Effective coordination with team managers and medical staff

9.4.3. Strong organisational and communication skills

9.5. Athlete Development

9.5.1. Ability to individualise athlete development

9.5.2. Management of training loads and prevention of overtraining

9.5.3. Commitment to long-term athlete development

9.6. Personal Attributes

9.6.1. Strong collaboration and stakeholder engagement

9.6.2. Coachability and openness to feedback

9.6.3. Alignment with BSA values and philosophy

10. Selection Criteria – Assistant Coach (SPP & EADP)

10.1. Coaches must demonstrate:

- 10.1.1. Experience at AJC, ECC, SCC, NBL1, or high-level district competition
- 10.1.2. Ability to support Head Coach and program delivery
- 10.1.3. Strong collaboration and communication skills
- 10.1.4. Understanding of BSA systems and pathways
- 10.1.5. Commitment to professional development
- 10.1.6. Alignment with BSA values and philosophy

11. Selection Criteria – Development Coach

11.1. Coaches must demonstrate:

- 11.1.1. Emerging coaching experience within district or pathway programs
- 11.1.2. Experience at development tournaments (e.g. SCC, ECC) preferred
- 11.1.3. Ability to work within a structured High-Performance environment
- 11.1.4. Willingness to learn and accept feedback
- 11.1.5. Commitment to long-term athlete development

12. Selection Criteria – Ivor Burge Program

12.1. Head Coach

- 12.1.1. Experience coaching at Ivor Burge Championships or inclusive programs
- 12.1.2. Ability to lead within an inclusive High-Performance environment
- 12.1.3. Strong communication with athletes, parents, and caregivers
- 12.1.4. Understanding of IBP structure and athlete needs

12.2. Assistant Coach

- 12.2.1. Experience within inclusive basketball environments
- 12.2.2. Ability to support program delivery and athlete development
- 12.2.3. Strong collaboration and communication

13. Communication

13.1. The Performance Pathways Department is responsible for:

- 13.1.1. Communicating application processes and timelines
- 13.1.2. Communicating appointment outcomes
- 13.1.3. Ensuring all communication aligns with BSA values
- 13.1.4. All selection outcomes must be communicated respectfully.

14. Feedback

- 14.1. Feedback may be provided upon request.
- 14.2. Requests must be submitted within 5 business days of notification.
- 14.3. Coaches are responsible for their own development and application of feedback.

15. Attendance and Commitment

- 15.1. Coaches are expected to attend all required sessions, games, and events.
- 15.2. Absences must be approved by relevant program leads.
- 15.3. Coaches must prioritise BSA commitments over club or association commitments.

16. Higher Level Commitments

- 16.1. Coaches with Basketball Australia or national commitments may prioritise those obligations where approved.
- 16.2. BSA will minimise scheduling conflicts where possible.

17. Deselection and Removal

- 17.1. Coaching appointments are conditional and subject to review.
- 17.2. Coaches may be removed from roles due to:
 - 17.2.1. Failure to meet performance expectations
 - 17.2.2. Breach of BSA policies or codes of conduct
 - 17.2.3. Inability to fulfil role requirements
 - 17.2.4. Behaviour inconsistent with BSA values
- 17.3. It is recognised that:
 - 17.3.1. Deselection is a standard component of high-performance environments
 - 17.3.2. Decisions may involve factors beyond individual control
 - 17.3.3. Decisions are made in the best interests of the program

18. Conflict of Interest

- 18.1. Coaches must declare any actual or perceived conflicts of interest.
- 18.2. Conflicts may include (but are not limited to):
 - 18.2.1. Parent/guardian relationships with athletes
 - 18.2.2. Commercial or financial interests
- 18.3. BSA may implement mitigation strategies, including:
 - 18.3.1. Removal from selection discussions
 - 18.3.2. Adjustment of coaching roles

19. Absences

- 19.1. Absences must be approved by:
 - 19.1.1. Performance Pathway Leads (for Head Coaches), or
 - 19.1.2. Head Coaches (for Assistant and Development Coaches)

19.1.3. Coaches must ensure appropriate coverage for sessions or games when absent.

20. Contravention of Policy

20.1. Coaches who breach this policy may be subject to disciplinary action, including removal.

20.2. Appeals may be made to Basketball SA management in accordance with BSA procedures.

21. Exceptional Circumstances

21.1. Performance Pathway Leads may make decisions outside this policy where required, with CEO approval.

22. Document Control

22.1. Custodian: Performance Pathways Department

22.2. Approved by: CEO

22.3. Review Cycle: Annual