



ROCKHAMPTON BASKETBALL INCORPORATED

Junior Representative Program

JUNIOR REPRESENTATIVE PROGRAM – COACH SELECTION & ELIGIBILITY

CRITERIA

1. BACKGROUND:

- 1.1** The Rockhampton Basketball (RBI) Junior Representative Program is designed to support the long-term development of both athletes and coaches from the Under 12 to Under 18 age groups. As part of Basketball Queensland's (BQ) official performance pathway, this program focuses on skill development, team play, and preparing participants for high-level competition, including the North Queensland Junior Basketball Competition (NQJBC), Central Queensland Junior Basketball Competition (CQJBC) and State Championships.

Being selected to an RBI representative team is a key step in progressing toward state and national representation. Players and coaches are introduced to BQ's style of play and coaching philosophy, helping them grow technically, tactically, and personally.

While competition is an important part of the representative experience, the program is about more than just winning. RBI is committed to creating a positive environment where players, coaches, team managers, and families enjoy the journey, learn from challenges, and celebrate success in all its forms.

- 1.2** RBI has aligned with BQ's junior, elite level, high-performance philosophy:

1. Athlete Centred
2. Coach Facilitated
3. Administratively Supported
4. Performance Based

- 1.3** Head Coaches of each team shall:

- Deliver a structured, organised, and positive learning environment that supports athlete development.
- Serve as a professional and positive role model representing RBI in alignment with the values, and expectations of a Junior Representative Head Coach.
- Implement and uphold the RBI Junior Representative Program's Style of Play and coaching philosophy.
- Maintain regular communication with RBI and report directly to the Development Coordinator.

Assistant Coaches of each team shall:

- Support the Head Coach in providing a structured, organised, and positive learning environment.



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- Demonstrate conduct and professionalism consistent with the role of a Junior Representative Assistant Coach within RBI.
- Support and reinforce the RBI Junior Representative Program's Style of Play and coaching philosophy.
- Communicate and collaborate with RBI and the Development Coordinator as required.

2. POLICY PURPOSE:

2.1 The purpose of this policy is to ensure that clear, consistent, and transparent standards are applied in the selection and appointment of Head Coaches and Assistant Coaches for RBI Junior Representative Teams (U12 – U18). This process aims to uphold the integrity of the program and support the ongoing development of athletes and coaches.

2.2 The following is a mandatory requirement to determine eligibility for appointment prior to consideration of any selection criteria. Applicants not meeting the following criteria are no eligible for appointment:

1. Must be in the possession of a Suitability Card for Child Related Employment (Blue Card) or show evidence that one is in the process of being attained.

3. ESSENTIAL SELECTION CRITERIA:

3.1 Head Coaches Only:

1. Proven evidence of adhering to BQ General Code of Behaviour & Coaches Code of Ethics.
2. Commit to attending selection trials, weekly training sessions, NQJBC/CQJBC Tournaments, State Championships, coaches' meetings & development workshops.
3. Adopt all playing & coaching philosophies as requested by RBI to ensure a consistent style of play & player development strategy across the RBI Junior Representative Program.
4. Works collaboratively with RBI and with other teams/coaches in the representative program to ensure all players are offered opportunities to improve (e.g., scrimmaging teams in other age groups, teams training together as larger groups)

Assistant Coaches Only:

- Works collaboratively with RBI.
- Proven evidence of adhering to BQ General Code of Behaviour & Coaches Code of Behaviour.
- Commit to attending weekly training sessions, NQJBC/CQJBC Tournaments, State Championships, coaches meetings & development workshops.

4. HIGHLY DESIRABLE CRITERIA:

4.1 Knowledge, Experience, Skills and Performance



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All Coaches:

Previous or current Head Coach or Assistant Coaching experience in the following programs:

1. NBL or WNBL programs (or equivalent overseas programs)
2. NBL1 programs
3. Basketball Australia's National Performance Program (NPP)
4. Basketball Queensland State Team and State Performance Program (SPP)
5. Basketball Queensland Future Development Program (FDP)
6. Basketball Queensland Coaching Accreditation (Level 2 or higher – most desirable)
7. RBI Performance Programs
8. Basketball Queensland State Championships
9. Association Junior Representative Level (NQJBC/CQJBC)
10. Association Club Level and/or School Representative Level
11. RBI Aussie Hoops Program
12. Demonstrated skill in individual and team coaching for the relevant age at rep level
13. Currently actively coaching within at least one of the following:
 - RBI Club Competition
 - RBI Development Programs or Academies
 - Basketball Queensland High Performance Programs – FDP, SPP & NPP
 - RBI NBL1 Program
 - If new to RBI – equivalent school, association or state program listed above

Head Coach Only:

- Proven record of junior development
- Strong communication, leadership, and team management skills, including:
 - Effective collaboration and role delegation with the Assistant Coach.
 - Professional consultation, communication, and coordination with the Team Manager in accordance with their roles and responsibilities.
 - Ability to engage with key stakeholders, including parents/guardians and RBI.
 - Competence in managing all program phases – preparation, competition, and post-competition – including reporting responsibilities to the Development Coordinator.
- Sound understanding of the BQ and Basketball Australia Junior pathways and philosophies, and the ability to integrate these with the RBI Junior Representative Program.
- Capacity to support the holistic development of each athlete by:
 - Considering individual athlete workloads.



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- Adjusting training or competition demands where appropriate.
- Minimising risk of overtraining to support long-term athlete development.

Assistant Coach Only:

- A history of providing positive guidance and professional influence over junior representative athletes.
- The ability to support the Head Coach and Team Manager in the successful delivery of team logistics and overall program coordination.

4.2 Personal Characteristics

All Coaches:

1. A team-oriented and athlete-centred approach that prioritises the positive development and experience of each player.
2. The ability to build trust, remain impartial, and make objective decisions in all coaching matters.
3. Strong leadership, interpersonal, and communication skills.
4. High standards of preparation, planning, and organisational ability.
5. Effective time management and the ability to prioritise tasks efficiently.
6. A commitment to continuous improvement, including taking ownership of personal and professional development.
7. Professional presentation in both appearance and language at all times.
8. A positive attitude and openness to constructive feedback from RBI Staff Members.
9. A duty to uphold the reputation of RBI, refraining from any comments or behaviour that could bring the organisation and its staff or committees in disrepute. This includes comments on social media and other electronic platforms or in person.

5. CONFLICT OF INTEREST:

- 5.1** Applicants for Head Coach or Assistant Coach positions must declare any Conflict of Interest with players eligible for selection in the age group and gender for which they are applying.

A Conflict of Interest is defined as any existing relationship with a player that may reasonably affect the applicant's ability to apply player selection policies objectively and to allocate court time fairly during NQJBC/CQJBC and State Championships. This includes, but is not limited to, situations where the applicant:

1. Is a relative of a player (e.g., parent, sibling, or other close family member) eligible for selection in the same age group and gender.
2. Has a personal relationship (e.g., family friend or close association) with one or more players in the applicable age group and gender.

Important Notes:



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- Declaring a Conflict of Interest does not automatically exclude an applicant from consideration.
- Each declared conflict will be assessed case-by-case by the selection panel.
- RBI will determine the appropriate course of action to uphold transparency fairness, and the integrity of the selection process.
- While RBI prefers not to appoint a coach to a team in which their child is eligible for selection, the organisation reserves the right to do so if no other suitably qualified applicants are available. In such cases, the Development Coordinator, in consultation with the Junior Representative Committee, must be satisfied that adequate systems are in place to ensure impartiality and fair team management.

6. CONDITIONS OF APPOINTMENT:

6.1 All coaches must agree to the following requirements if appointed to the position of RBI Junior Representative Team Coach:

(Failure to comply with these conditions may lead to termination of the coaching appointment and replacement with a coach prepared to fulfil these requirements).

- 1) Selection of Representative Head Coaches will be the responsibility of the RBI Junior Representative Coach Selection Panel (SP).
- 2) Applications for all coaching positions will be made on the prescribed RBI application form.
- 3) Must hold a current Child Suitability 'Blue Card'
- 4) Attend any briefing and/or development sessions convened by RBI prior to, during and after commencement of the program.
- 5) Ensure the team is consistently well-prepared for all phases of competition throughout the representative season.
- 6) Operate within policies, guidelines and coaching philosophies of RBI and BQ.
- 7) Adopt and implement all RBI playing philosophies such as but not limited to, the RBI style of play and basketball system.
- 8) Align RBI's style of play with the players' collective knowledge, skill level, and developmental potential.
- 9) Actively collaborate with other coaches to support player development and deliver effective teaching outcomes.
- 10) Provide strong leadership to both players and team officials, modelling professionalism and accountability.
- 11) Delegate and define specific duties to the Assistant Coach, ensuring they are meaningfully involved in all team functions (e.g., scouting, video review, game planning, training involvement, etc.)
- 12) Oversee the duties/roles of the Assistant Coach for training sessions and games.
- 13) Demonstrate the ability to effectively teach technical and tactical elements of the game to players and support staff.
- 14) Commit to attending all scheduled tournaments, training sessions, and representative events.



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- 15) Maintain a strong understanding of the quality of players in the grade in which coaching is sought. Personally attend local fixtures to assist with player identification.
- 16) Work in partnership with the Team Manager and RBI to manage team logistics and administration.
- 17) Foster open and professional communication with RBI, players, parents, and team staff.
- 18) Take full responsibility for the wellbeing, behaviour, and supervision of players, during training, games and any representative team events.
- 19) Abide by the BQ Codes of Behaviour. Coaches can be referred to the BQ Disciplinary Tribunal for appropriate sanctioning.
- 20) Wear designated RBI apparel at all training sessions and competitions as directed.

7. COACH TRAVEL ALLOWANCE:

- 7.1** Travel and accommodation arrangements for NQJBC/CQJBC meets and the BQ State Championships are to be made by the individual in consultation with the RBI Development Coordinator.

Players will be responsible for expenses for all team officials (not exceeding a Head Coach, Assistant Coach and Manager), these costs will be equalised amongst all players in the said team.

Travel Allowance:

- Coach: \$1500.00
- Assistant Coach: \$1500.00
- Manager: \$1500.00

8. SELECTION PROCESS:

- 8.1** All appointments will be made via the following process:

- 1) Requests for coaching applications & the closing dates will be advertised via the RBI website & other relevant social media platforms.
- 2) Completed applications received at RBI by closing date.
- 3) A list of candidates will be provided to the RBI Junior Representative Coach Selection Panel (SP).
- 4) The SP and SP lead will be confirmed in accordance with Section 9 of this policy subject to any conflicts of interest and agreed to by the RBI Representative Committee in consultation with the Operations Manager.
- 5) SP will consider eligible applications and create a short list for interviews.
- 6) Shortlisted applicants will be granted interviews that will be conducted in person or via an electronic medium.



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- 7) Following deliberation, the SP shall submit its recommended appointments to the RBI Management Committee.
- 8) The RBI Management Committee shall review the recommendations and either ratify or reject each proposed appointment.
- 9) All applicants, whether successful or unsuccessful, shall be notified of the outcome via official correspondence.
- 10) Successful applicants must agree to abide by conditions of appointment.
- 11) Successful applicants will be posted on RBI website & social media channels.

8.2 The selection process will include individual assessment against the Essential Selection Criteria & Highly Desirable Criteria.

8.3 All coaching appointments will be made for a period of one (1) junior representative season with a review undertaken at the end of the appointment.

8.4 RBI reserves the right to directly appoint to any coaching position at its discretion.

8.5 RBI reserves the right to re-open applications for any positions if it decides not to make an appointment after the first round of applicants are considered.

8.6 If an appointed coach to any position withdraws, RBI reserves the right to either immediately appoint a replacement at its sole discretion or to re-open applications.

8.7 RBI maintains a preference that no coach shall be appointed to lead the same core cohort of athletes for more than two (2) consecutive representative seasons. This principle applies whether the cohort remains within the same age group or progresses collectively into a higher age division under the same coach.

8.8 If no suitable coach is identified, or a coach needs to be replaced at the last minute, the Development Coordinator may take on the responsibility of coaching the team in consultation with the Operations Manager.

This guideline is intended to promote diverse coaching experiences and encourage broader development opportunities for both athletes and coaches. However, all coaching appointments in such cases will be considered on a case-by-case basis by the Selection Panel and RBI Management Committee, considering the specific context, team needs, and overall program benefit.

9. SELECTION PANEL:

9.1 The RBI Junior Representative Coach Selection Panel (SP) will consist of the following members:

- 1) RBI Development Coordinator
- 2) RBI Junior Representative Committee Chairperson
- 3) RBI Management Committee Member



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- 9.2** Should one of the above SP members be unavailable, an authorised delegate will be appointed.
- 9.3** No RBI Junior Representative Committee Member or any person will be on the SP if there is a conflict of interest in relation to any applicants or children within that age group.
- 9.4** If there are too many associated conflicts with the applicants and the SP, the RBI Management Committee reserves the right in appointing the SP in consultation with the RBI Operations Manager.
- 9.5** RBI Junior Representative Committee Members, are eligible to apply for coaching positions, however in those instances they will be excluded from the SP for the entire selection process. If a member of the SP applies for coaching positions, the following procedure will be adopted:
1. Immediate removal from the selection process.
 2. Notification forwarded to the RBI Development Coordinator, or if that person is an applicant, notification to the Junior Representative Committee Chairperson, or if that person is an applicant, notification to the RBI Operations Manager, or if that person is an applicant, then notification to the RBI Management Committee.
 3. If all persons applying are members of the Junior Representative Committee and/or RBI staff, the RBI Management Committee and/or RBI Operations Manager are to receive all nominations.
- 9.6** Each member of the SP is entitled to one vote.
- 9.7** Once the Head Coach for the age group is selected, the SP in consultation with the Head Coach will perform Assistant Coach appointments.
- 9.8** The appointed Head Coach will identify a preferred Team Manager and will consult with both the RBI Development Coordinator and Operations Manager to discuss the suitability of this person prior to any appointment being made.