

SHOALHAVEN BASKETBALL ASSOCIATION

Representative Selection Policy for Coaches, Players, and Managers



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Representative Coach Selection Process

Shoalhaven Basketball Association (SBA) takes pride in providing a fair and equitable selection process for both coaches and players wishing to participate in the Tigers representative pathway. This commitment reflects SBA's core values of inclusion and respect.

To ensure equal opportunity for all applicants, SBA invites all members—whether current or prospective—to apply for coaching positions, regardless of age, gender, experience, or any other defining demographic.

The following outlines the process used to recruit, evaluate, and onboard representative coaches each year. This process is completed before the commencement of representative trials for each new season.

Representative trials are conducted by the appointed coaches and independent selectors.

The **Shoalhaven Basketball Association (SBA)** is committed to providing a **fair, transparent, and equitable selection process** for all coaches and players participating in the **Tigers representative pathway**. This commitment reflects SBA's **core values of inclusion, integrity, and respect**.

To ensure **equal opportunity** for all applicants, SBA welcomes applications for coaching positions from **all members—both current and prospective—regardless of age, gender, experience level, or any other personal characteristic**.

The following outlines the **annual process** used to **recruit, evaluate, and appoint representative coaches**. A selection panel will be created to conduct the process each year, composed of members of the SBA Board, SBA Coaching Sub-Committee and/or SBA Staff. Where a conflict of interest may arise between a member(s) of the panel and an applicant(s), an independent shall be sought. This process is completed **before the commencement of representative trials** for each new season.

Once appointed, **representative trials** are conducted by the **selected coaches in conjunction with independent selectors**, ensuring a balanced and impartial assessment process. Where a conflict of interest exists between the applicant and any member(s) of the panel, independent selection panels will be sought.

Stage	What	Who	Outcome
Recruitment	Coach EOI's open (online form)	Any member or future member wishing to become involved in representative	A shortlist is created by the SBA Director of Coaching and the Coach Selection Panel

		coaching	to be interviewed. Listed Applicants are contacted regarding interview date/time
Evaluation	Short-listed coaching applicants are interviewed to identify previous experience and potential growth	Interview Conducted by SBA Director of Coaching and Coach Selection Panel	Coaches are tentatively allocated to age groups by selectors, to be approved by S
Onboarding	All coach applicants are contacted regarding the outcome of their application*	Successful applicants will be given the necessary information regarding representative trials and the full representative season ahead of them	Coaches are appointed for the coming representative season and announced via SBA comms to the SBA community. Rep trials will then commence

**Unsuccessful applicants will be provided with other coaching opportunities they may wish to undertake with SBA when they are informed of their unsuccessful representative coaching application*

Coaching Team Requirement & Expectations

- Hold a minimum Club Coach Accreditation (Level 1) or gain one before the start of the season.
- Currently a registered member of Basketball New South Wales
- Complete the course 'Play by the Rules- Safeguarding Children and Young People in Sport Induction' - https://elearning.sportintegrity.gov.au/view_course/19. Once completed, please send a certificate to SBA.
- Demonstrated experience in coaching junior or senior basketball athletes at the representative level, or demonstrated aptitude.
- Demonstrated ability to lead a structured training initiative, including managing support staff and liaising with SBA on administrative/organisational aspects of the program
- Current Working with Children Check (WWCC)
- Adhere to the BNSW Coaches Code of Conduct and Safe Coaching policies and procedures.

- Adhere to the BNSW Code of Behaviour for Coaches, Officials and Support Staff
 - <https://www.bnsw.com.au/wp-content/uploads/2021/08/Code-of-Conduct-Coaches-Officials.pdf>
- Adhere to the core values and principles of SBA & BNSW
 - <https://shoalhavenbasketball.com.au/about/#values>
- Follow appropriate channels of communication
 - Email: formal requests or detailed questions that require a longer response
 - HEJA: for team communications and updates
 - SBA Phone: for casual or quick questions (e.g. confirming scheduled game times or previously confirmed training sessions)
- Represent the SBA and BNSW with professionalism at all times, on and off the court
- Responsible for the safety, security and well-being of the players during representative basketball activities
- Ensure that the team is well prepared and organised, and that the Head Coach is a well-respected role model for our elite athletes
- Maintain a commitment to SBA's Junior Development Program and a commitment to being involved in SBA player development activities (ie, collaborative coaching, skills sessions, two training sessions)
- Be an advocate for positive culture and community building at SBA
- Adheres to the Waratah League By-Laws
 - <https://www.bnsw.com.au/wp-content/uploads/2021/08/2023-Basketball-NSW-Spalding-Waratah-League-By-Laws.pdf>

As part of this process, the following criteria will be used to ensure that the coaches selected will contribute positively to SBA and support the growth and improvement of our Tigers representative program.

The criteria serve as a guide to identify the most qualified, experienced, and passionate coaches from the applicant pool, allowing tentative representative coach appointments to be made. All appointments are subject to final approval by the SBA Board.

These criteria form the basis of the coaching interviews; however, SBA reserves the right to make selections at the discretion of the Board if deemed necessary.

The themes outlined below indicate the types of questions that will be asked during the interview process. In addition, the assessment matrix used to evaluate applicants' responses has been included. Together, the questions and matrix constitute the selection criteria.

Question Themes:

- Personal Background
- Coaching Style
- Coaching Experience and Qualifications
- Basketball Fundamental Skills
- Junior Development
- Motivation
- Defining and Measuring Success
- Handling Complaints
- Emotional Management

Competency Level	Competency Level Definition
Extremely Comprehensive	Answered confidently, efficiently & successfully, by covering all relevant basketball/health-related concepts, mentioning an abundance of key terms
Comprehensive	Answered somewhat confidently, efficiently & successfully, by covering several relevant basketball/health-related concepts, mentioning several key terms
Somewhat Comprehensive	Answered, covering some relevant basketball/health-related concepts, mentioning some key terms
Not Comprehensive	Answered without covering relevant basketball/health-related concepts, and without mentioning key terms

Representative Player Selection Process

SBA will enter teams based on the following;

- Strength of the players as a team
- Availability of the coaching staff (Head Coach, Assistant Coach(s), and Team Manager.
- 1-2 accredited nominated referees for every team entered.
- 4 x scorebench officials for Waratah League per team

To be eligible for selection, players must;

- Register for the 2026 Representative Program – *via Basketball Connect and pay a \$35 trial fee.*
- Players seeking an exemption must also register via Basketball Connect with payment and complete the online Exemption to Trial form.
- Be registered with Basketball NSW & registered/affiliated with SBA
- Must be financial
- **Juniors:** Currently playing SBA Junior domestic competition (players from other associations **must** be playing in their local domestic competition and will be expected to play in the SBA competition once selected, unless an exemption is granted)
- Players from other associations must complete an 'Intent to Trial' form and acknowledge in writing the requirement to play in the SBA domestic comp if coming as an import player or new to the association
- Players attend an SBA trial day/s
 - *Trial attendance is mandatory unless a request for exemption has been submitted and approved.*
 - *Exemptions approved by the SBA Programs coordinator in consultation with the SBA Board*
 - **Senior Program Exception:** *In special circumstances, additional players may be added to Senior teams after trials if deemed appropriate and in the best interests of the team. This decision is made at the discretion of the Head Coach and the SBA Board and must be in alignment with BNSW By-Laws.*
- *Player eligibility will be determined in accordance with the Barrengarry Bylaws and BNSW Bylaws, except where specific minimum SBA requirements apply.*

SELECTION CRITERIA

Decisions on the final team selections will be made by the coaching staff, in consultation with independent coaches and with advice or oversight from the Coaching Director. Appeals regarding selection decisions must be submitted in writing to the SBA Programs Coordinator as soon as possible. The Programs Coordinator will then present appeals to the SBA Board and Head Coach..

To best support the SBA Junior Representative Basketball Program in any given year, the SBA coaching staff will consider the overall need for balance in individual teams and where an individual player's skills and strengths lie. The coaching staff may require additional criteria as seen fit to apply in

helping select competitive teams. The SBA skills matrix will be utilised throughout the Junior selection process.

- Each player must acknowledge that they are prepared to commit to the SBA Representative Program and adhere to related policies.
- Player & Parent/Guardian's acceptance and adherence to the Codes of Conduct
- Parent/guardian & player adherence to Basketball NSW Zero Tolerance policy
- Representative trials are conducted over two to three sessions. *Following these sessions, the coaching team may select a training squad before finalising the team.*
- The coaching team will work alongside allocated independent selectors to ensure fair and thorough observation of all players.
- Players must stand for selection in their correct age division unless they meet the criteria for a higher-age group
- If players are transferred to SBA, all players must submit proof of clearance from their last association before participating in the competition.
- The decisions of the selectors will be final. Players can request feedback.

Criteria:

- Ability to compete in the respective level/division for the Barrengarry and Waratah League programs
- Demonstrated a high level of performance at selection trials through observation & evaluation of the player
- Skill components include technical skills, tactical ability, game awareness, athleticism and team balance
- Athletic ability, e.g., speed, height, quick hands, strength and fitness (at the time of trials, injuries can apply for exemption)
- Potential to be socially compatible and display a sense of "team ethic" within a group
- Is coachable - receptive to coaching and cooperation within a team environment
- Outstanding desire and commitment to working hard at improving mental, physical and basketball skills

In addition, the following matters will be taken into account:

- A player's history of commitment to the SBA Representative Program and SBA Domestic competition in past seasons
- Player and parent adherence to Basketball NSW Zero Tolerance Policy
- Previous selection to a representative team does NOT guarantee future representative team selection
- **Special circumstances may apply to make players eligible for selection**

Senior Player Specific

The Senior Representative season includes the following age groups

- Barrengarry
 - Youth League Men and Women; Under 25 years old
 - Opens Barrengarry
- Waratah League
 - Youth League Men and Women; Under 23 years old
 - Senior League Men and Women.

Senior Player eligibility:

To best support the SBA Senior Representative Basketball Program each year, the coaching staff will consider both the overall balance of teams and the individual skills and strengths of players. Additional selection criteria may be applied, where deemed appropriate, to ensure the formation of competitive and well-balanced teams.

A) Development Registered Players:

- Development players who are registered within the relevant tournament may be invited to participate in training sessions and, where appropriate, may be selected to play on occasional game days, depending on team requirements.
- These players are formally registered with the team and are eligible to be activated for competition play as needed.

B) Development Training Players ONLY:

- Development Training Players may be invited to train with the team to further their skill development and gain experience within the representative environment.

- o These players are not registered to compete in games and are ineligible for match participation. Their involvement focuses on building readiness for future representative selection opportunities.
- o *A Development Training Player may be approved to train (but not compete) with a higher age group team or senior team, provided they are SBA-registered and currently active in domestic competition or are a registered player in a lower age group representative team.*

Waratah League Program -specifics

- o *In special circumstances, the Head Coach may request to add additional players after team selection and during the season, in accordance with BNSW By-Laws and following consultation and approval from the SBA Board. The SBA Board reserves the right to override any rules, regulations, policies, or procedures if deemed to be in the best interests of the program.*

Senior Player Assessment Guidelines:

When two players are assessed at a similar level, the following guidelines will apply:

SBA Players vs. Transferring Players:

- Preference will be given to players with a history of participation in SBA Local and/or Representative Competitions.

SBA-only Trialists vs. Multi-Association Trialists:

- Preference will be given to players trialling exclusively at SBA.

Exception: *If an SBA player does not meet the required skill or is not at a comparable level to a transferring or multi-association player, the Coaching Team and Independent Selectors may, at their discretion, select the transferring player.*

Training Squads for Assessment

- The SBA Head Coach, in consultation with the Independent Selectors and the Board, may request a training squad to allow further assessment of potential players.
- This ensures that expected players have had an opportunity to trial
- The duration of such a squad will be **no longer than five (5) weeks**

Junior Player Eligibility In Senior Programs — BNSW By-Laws

*As per **BNSW By-Laws (30.5):***

- A player moving up more than one age group must have written permission from a parent or guardian.
 - a) The association may be required to provide Basketball NSW with evidence that this has been discussed and approved by either the Board or the Representative Committee.
- A player may play up a maximum of two (2) age groups.

*As per **BNSW By-Laws (30.6):***

- A junior may compete in both a senior competition and a junior competition within the same round (e.g., Youth League and U18).

*****All guidelines are subject to change pending updates to the BNSW By-Laws.***

Player Registration/Affiliation

- All players must be registered with the Shoalhaven Basketball Association (SBA).
- Players whose primary registration is with another association are required to affiliate with SBA and transfer their primary registration to SBA once their existing registration has expired. *It is the responsibility of the player and/or their parents or guardians to ensure that registration is current. Registration and affiliation fees are not included in representative fees and are an additional cost to participants.*

Junior Player specific

Development Training Players ONLY

- o Development Training Players may be invited to train with the team to further their skill development and gain experience within the representative environment.
- o These players are not registered to compete in games and are ineligible for match participation. Their involvement focuses on building readiness for future representative selection opportunities.

- o *A Development Training Player may be approved to train (but not compete) with a higher age group team or senior team (U18S players only), provided they are SBA-registered and currently active in domestic competition or are a registered player in a lower age group representative team.*

Junior Players playing in a higher age group in the Junior Representative Competition

Preference must be given to players competing within their own age group whenever possible. However, the Head Coach and SBA Board have discretion to determine where a player is best suited, taking into consideration the best interests of the player and the team.

SBA Process:

1. The parent or guardian of the player must complete the *Junior Player Movement Request Form* and submit it to the SBA Office in person or via email at **enquiries@shoalhavenbasketball.com.au**.
2. The SBA Programs coordinator will review the request and provide a recommendation to the SBA Board, which will make the final decision.
3. To gain a comprehensive understanding of the player's experience, skill, and ability, the Committee or Board may:
 - o Request a meeting with the player's parent or guardian.
 - o Contact the player's coach(es) (representative and/or domestic) for feedback; and
 - o Where appropriate, request a physical assessment of the player.
4. The parent or guardian will be informed of the Board's decision, including how long the approval is valid for and when it will be reviewed.
5. If approval is granted by the Board, the player may still be required to compete in the Junior Representative team within their own age group, as determined by the Head Coach and SBA Board.

BNSW Spalding Waratah Junior League By-Law 30.5. states:

A player moving up more than one age group must have written permission from either their parent or guardian.

- i. *The association may be requested to provide Basketball NSW with evidence that this has been discussed and approved by either the Board or the Representative Committee.*
- ii. *A player can play up to a maximum of two (2) age groups.*

As per BNSW- By Laws

- All players must be under the age of their nominated age group as at December 31, in that year.
- A player must be a minimum of nine (9) years of age as of December 31 of that same calendar year in which they seek to play in the Waratah Junior Leagues.
- If due to extenuating circumstances as approved by Basketball NSW, a team roster is less than their normal number of players in normal rounds, the association can request that a player from either a lower division or age group from the same association may play up. Once approved by Basketball NSW, this player is limited to a maximum of three (3) games with the higher division team, once 3 games are played, (on the fourth game), the player will remain with this team for the remainder of the season. This means they can no longer play in the lower division or lower age group. This includes the Finals series. If an ineligible player is added without approval, this game may be forfeited.
- In regional junior competitions, teams competing in Division 1 will be granted permission to accept a maximum of one (1) player into their team.
- Teams competing in Division 2 and below will be granted permission to accept a maximum of three (3) players into their team (maximum of two from the same association).

FINANCIAL RESPONSIBILITIES - Junior & Senior *(including Barrengarry, SJL and WL)*

BNSW Waratah League Player Costs

- Registered Player: Full fees — \$1500 Inc GST
- Registered Development and/or Injured Player: \$250 — *(If a Player participates in more than 50% of games, full fees will apply.)*
- Development Training-Only Player: 0%

Senior Barrengarry Player Costs

- Registered Player: Full fees — TBA
- Registered Development and/or Injured Player: TBA — *(If a Player participates in more than one round, full fees will apply.)*
- Development Training-Only Player: 0%

Registered Development/Injury replacement Players: Levy Explanation

Please note: Development/Injury Players replacement players are required to pay a representative levy. This levy is applied because Players receive full access to:

- **Coaching and Skills Development** – access to experienced coaches, training programs, and feedback to enhance performance
- **Court Access and Facilities** – use of training courts for scheduled practices
- **Administrative Support** – management of registrations, team communications, scheduling, and competition entries.
- **Uniforms and Equipment** – provision of team uniforms, practice kits, and basic equipment

- **Competition Participation** – inclusion in representative competitions, tournaments, and official games.

The levy ensures that Development/Injury player replacement players **receive the same level of support, resources, and opportunities** as fully registered players while contributing to the overall costs of running representative programs.

Reminder: If a Development/Injury player replacement player participates in **more than the allowed number of games or rounds**, the levy may increase to reflect full player fees.

For sponsorship information, please refer to the current SBA Representative Handbooks and the Sponsorship Policy.

SBA Player Feedback (Junior & Senior)

Feedback for Players

SBA is committed to supporting the ongoing development of all players who participate in representative trials. We understand that not all athletes will be selected for a representative team each season, and constructive feedback can play an important role in player growth.

Unsuccessful Players

Players who are **not selected** for an SBA representative team are encouraged to request **constructive feedback** from the coaching panel.

To streamline this process and ensure consistency, SBA has established a **Google Form** for feedback requests. Submit a request [here](#).

Players wishing to receive feedback should:

1. Complete the **SBA Representative Trial – Player Feedback Request Form** (Google Form link provided on the SBA website or in trial communications).
2. Submit the form within **two (2) weeks** of final team announcements.
3. Indicate specific areas of interest for feedback (e.g., shooting, defence, attitude, decision-making).

The coaching team will review each submission and provide individual feedback within a reasonable timeframe (typically **2–4 weeks**).

Feedback will focus on **constructive, developmental guidance** aimed at helping players prepare for future trials or ongoing skill improvement.

Coach Feedback Responsibilities

To maintain fairness, clarity, and a growth-oriented culture, all SBA representative coaches are expected to:

- Review submitted feedback requests promptly.
- Provide **constructive, actionable feedback** that highlights both strengths and specific areas for improvement.
- Ensure feedback is **professional, encouraging, and appropriate for the player's age and development stage**.
- Submit written feedback (via email or Google Form response) within **2–3 weeks** of the player's request.
- Maintain confidentiality and provide feedback only to the player (and parent/guardian, where applicable).

Coaches are encouraged to focus on **effort, skill development, attitude, and game understanding** rather than selection comparisons or subjective rankings.

TEAM MANAGER REQUIREMENTS & EXPECTATIONS

Each team requires a team manager. This person is usually a parent, sibling or partner from within the team responsible for managing the team.

ROLES & RESPONSIBILITIES

- Currently a registered member of Basketball New South Wales and SBA
- Current Working with Children Check (WWCC)
- Adhere to the BNSW Code of Behaviour for Coaches, Officials and Support Staff
 - <https://www.bnsw.com.au/wp-content/uploads/2021/08/Code-of-Conduct-Coaches-Officials.pdf>
- Adhere to the core values and principles of SBA & BNSW
 - <https://shoalhavenbasketball.com.au/about/#values>
- Represent SBA and BNSW with professionalism at all times, on and off the court
- Responsible for the safety, security and well-being of the players during representative basketball activities
- Provide leadership and management skills away from the basketball court

- Act as the team conduit for communication among the various stakeholders, which include athletes, parents and team officials
- The primary Duty of Care for the safety, security and well-being of the players and the guardian of the athletes on behalf of the parents during representative basketball events
- Represent SBA and BNSW with professionalism at all times, on and off the court, to ensure that the Team Managers are well-respected role models for our elite athletes
- Assists and reports to the Head Coach on all facets of the team administration and preparation for tournaments
- The central contact between the SBA Administration and the team. Managers are supported by the Representative Advisory Sub-Committee and the Member & Competitions manager throughout the season
- Be an advocate for positive culture and community building at SBA

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