



## Team Manitoba Coach Selection Policy

Team Manitoba strives to offer the highest level of athlete development within the Cheer Manitoba performance pathway. The purpose of the Team Manitoba program is to provide a safe and progressive training and competitive environment that will allow athletes to advance their understanding of the sport. A key factor to athlete development within the Team Manitoba program is the coaching they receive. Team Manitoba coaches play a crucial role in the development of the athletes, raising the profile of the sport and representing Cheer Manitoba at national or international competitions.

It is important that Team Manitoba coaches be selected carefully through a transparent and fair process meant to find the individuals who are most likely to meet the needs of the athletes and align with the purpose of the program.

### Coach Eligibility Criteria

- Registered member in good standing with the Cheer Manitoba and Cheer Canada. They must be credentialed to the level of team in question and special consideration will be given to those with ICU coaches training.
- Provided required documents listed in the Cheer Manitoba Screening Policy and all other coaches' requirements as listed on the web page.
- Assistant Coaches should meet the Cheer Manitoba coaching requirements as listed to the above

### Conflict of Interest

Cheer Manitoba strives to hire the best coaches available to provide athletes with a positive experience in the Team Manitoba program. Team Manitoba coaches dedicate a lot of time to the sport and are often recognized as leaders in the Cheer community. Their willingness to serve others by coaching in a variety of roles may at times place them in a position where they are at risk of finding themselves in a conflict of interest.

In some cases, the best coach(es) available may be a parent of an athlete or a coach who has worked with athletes previously. Coach applicants who have a close relative (daughter/son, niece etc.), friend or athlete(s) they have previously coached participating in the Team Manitoba program they are applying to coach are still eligible to be selected so long as they:

1. Meet the stated coach eligibility criteria.
2. Declare that they may be in a conflict of interest during the application process.

Athlete selection for all Team Manitoba programs is a collaborative effort between the coaching staff of that age category, other Team Manitoba coaches, the high-performance committee, and other independent coaches. In no cases will a Head or Assistant Coach have the authority to

select athletes unilaterally to the team they are assigned to lead. In the case where a coach has declared a conflict of interest, the coach may present their rationale for including/excluding a player from selection; however, that coach will be asked to remove themselves from the final decision. For further details, please refer to the Team Manitoba Athlete Selection Policy.

### **Number of Positions Available**

The number of head coach and assistant-coach positions available in the Team Manitoba program depends on the age group of the program and the number of teams offered in a season. The number of available positions will be announced each year and may vary.

### **Coach Selection Criteria**

The following criteria will be considered when selecting head coaches and assistant coaches for Team Manitoba programs.

- Athlete Development Knowledge
  - Practical understanding of the Cheer Canada's Long-Term Athlete Development model for cheerleading
- Practical understanding of positive youth development principles
- Previous experience working with athletes at the level of the program they apply for.
- Previous experience in a Team Manitoba program.
- Technical and Tactical Knowledge of Cheerleading
  - Experience with elite cheer and familiarity with ICU and ISAF standards
- Coaching Skills
  - Coaching experience, and understanding of motor learning principles
  - Ability to develop positive relations with athletes
  - Ability to create effective learning environments
  - NCCP certification (the required course as well as extra courses completed)
- Personal Attributes
  - Shares Cheer Manitoba's core values of Integrity, Community, Education, Safety and Leadership
- Self-awareness
- Interpersonal skills
- Assessment of future potential
- Demonstrates a desire to learn and develop as a coach

### **Selection Process:**

#### **Head Coaches**

##### **1. Job Posting**

The Head Coach positions with full job description will be posted on the Cheer Manitoba website. Other modes of communication will be utilized but not required, for example circulating job posting through email and newsletters. The positions will be posted for a minimum of ten (10) days.

2. Coach Application

Coaches interested in the positions will apply as indicated in the job description by the posted deadline.

3. Application Review

The applications will be reviewed by the High-Performance Committee who will rank the applications.

The committee may be composed of a minimum of two of the following people:

- Members of the High-Performance Committee
- President and Coaching Director of Cheer Manitoba
- Representative from Coaching Manitoba

4. Interviews – \*If required

Depending on the number of applicants, the top candidates as ranked by the High-Performance Committee may be invited for an interview to be done in-person or over the phone.

The interview panel may be composed of the High-Performance Committee and a minimum of two of the following:

- President and Coaching Director of Cheer Manitoba
- Members of the High-Performance Committee
- A coach with previous experience with provincial team programming (when possible)
- Representative of Coaching Manitoba

5. Final Selection

Following the interviews and presentation of screening documentation, the selected candidates will be notified of their selection as Team Manitoba coaches.

**Assistant Coaches**

1. Job Posting

The Assistant Coach positions with full job description will be posted on the Cheer Manitoba website. Other modes of communication will be utilized but not required, for example circulating job posting through email and newsletters. The positions will be posted for a minimum of ten (10) days.

2. Coach Application

Coaches interested in the positions will apply as indicated in the job description by the posted deadline.

3. Application Review

The applications will be reviewed by the High-Performance Committee who will rank the applications.

The committee may be composed of a minimum of two of the following people:

- Members of the High-Performance Committee
- President and Coaching Director of Cheer Manitoba
- Representative of Coaching Manitoba

*\*The head coach of the team may be consulted by the above-mentioned committee to discuss the assistant coach options. This will be done to ensure compatibility of the candidates prior to the naming of the assistant coaches.*

4. Final Selection

The successful candidates will be notified of their selection as Team Manitoba Assistant Coaches.

5. Financial

Please note that this is a volunteer commitment and a significant one. Please note that all travel and accommodation costs will be covered as per the Cheer Manitoba policies.

## **Review and Approval**

1. This policy will be reviewed every two years.
2. This Policy was approved by the Organization's Board of Directors July 20, 2022.