**Coaching Selection Committee**

**To offer in person interviews and pre-interview assignments that will be presented to the CSC prior to the interview and discussed during the Coaching interviews. Following the interview(s) the CSC will make recommendations to the BGHA Board of Directors who is the most qualified candidate for the following season or (2) seasons if a 2-year appointment is agreed upon by a majority vote of the Board of Directors**

**A (2) year term will only be applicable at the HP tier 1 and 2 levels. The CSC is for the sole purpose of providing the board a recommendation of the most qualified coach that will provide BGHA and its members an enjoyable hockey experience consistent with the mission of BGHA in a safe and educational environment for all BGHA hockey participants.**

**Qualifications for CSC**

**Candidates must demonstrate strong hockey knowledge, and possess the individual attributes of leadership, effective communication skills and show an appreciation for the core values of the BGHA. The Rep Convenor Will Chair the Coaches Committee at all age levels unless a conflict exists as per section 1.3.**

**Other qualifications requires that all CSC members are in good standing with BGHA, OWHA and Hockey Canada and preference may be given to those applicants who have played at a high level of hockey including but not limited to Girls AA or PWJHL, or AAA, Junior, NCAA, CIS (male) or AAA Boys. This qualification is preferred however does not exclude applicants that have a high level of hockey knowledge and can demonstrate that knowledge and experience throughout the applications process.**

**Application and Appointment Process**

1.0 All applicants for head coaching positions will be reviewed by the Board prior to progressing to the interview stage.

1.2 The Coach Selection Committee (CSC) shall be appointed by the Board through an application and interview process and may include: Coach Mentor, (if applicable) the BGHA President, and Rep Convenor. The CSC will consist of up to three (3) none BGHA board members approved by board. At the Coach Selection Committee meetings, the chair of the committee shall only cast a vote in the event of a tie and has no conflict. The committee recommendation will be provided to the Board of directors for final decision.

1.2.1 In the event of extreme circumstances a member of the Board may be part of the CSC. This appointment will be voted on and approved by the Board of BGHA.

1.3 Any conflict of interest by Chair or any member of the Coach Selection Committee shall be declared prior to any interviews being conducted by the Committee. That member will remove themselves from the interview and will not be present for following discussions or final decisions. In the case of a conflict of interest the Chair of the selection committee will appoint another board member to the committee. If the Chair is in conflict the President will act as Chair or appoint another BOD to Chair the CSC.

1.4 Applications for the Coaches Committee will be posted on the BGHA website following the AGM and will be appointed by the Board no later than September 31st of the current year.

1.5 The Coach Selection Committee shall conduct all interviews for Head Coaching positions and follow a standardized interview format prescribed by either the Coaching Mentor (if applicable), Rep Convenor and Board. Other than in exceptional circumstances, no less than 3 voting members from the Coach Selection Committee will be present for any interview. Minutes of interviews will be kept by a board appointed member for the Coach Selection Committee.

1.6 Prior to making any Head Coach recommendations, the Coach Selection Committee shall perform necessary due diligence on each applicant.

1.7 All Head Coach positions will be reviewed and selected on an annual basis. An additional term may be given to previous BGHA Head Coaches, provided they have met the BGHA's expectations. The Coach Selection Committee will consider player development needs and the capabilities, demeanour, and qualifications of the Head Coach candidates in their recommendation to the Board as to whether an existing Head Coach is put forth for another season, or whether a new Head Coach is recommended.

1.8 The Coach Selection Committee will consider all applications submitted. Under the circumstances where there are no submissions for a team or the Committee deems there are no suitable candidates for a particular team, the Coach Selection Committee has the flexibility to hold discussions with applicants about taking a team they did not indicate in their application and/or recruit candidates beyond the application submission deadline.

**The BGHA is prepared to provide feedback to unsuccessful candidates at their request. Such requests can be processed through the BGHA office.**