

GLOUCESTER RANGERS MINOR HOCKEY COACH SELECTION PROCESS

Section 1 – Coach Selection Committee Members

The Gloucester Ranger coaches are selected by a special committee made up of the representatives from the Gloucester Rangers Minor Hockey (GRMH) Executive including as a minimum the Chair, Vice-Chair Hockey Operations, Director of Player Development (position may be contracted out to a third party), Secretary and the Vice-President, Competitive from the Gloucester Hockey Association (GHA).

Section 2 – Selection Process

Step 1 - The GRMH Coach Application form is posted annually on the GRMH web site and the link is provided to all GHA home association presidents to allow them to post on their respective web sites. All applications received by the deadline will be considered by the Coach Selection Committee.

Step 2 – Initial Verification of Coach's Application

a. The Gloucester Rangers are the competitive branch of A and AA hockey for the GHA (district 9) and while they have a mandate under the Rules and Regulations to run the program, they still fall under and are accountable to the GHA (which includes the home association presidents) and hence place value in the GHA input to the coach selection process. Feedback on potential coaching candidates is actively sought out from the GHA Executive and Home Association Presidents and then this feedback is used along with the result/quality of the Phase 1 interview to determine who moves on to Phase 2 of the selection process.

b. Reference checks (both personal and association) are done on all applicants. In addition as indicated above, the list of applicants for coaching positions is circulated to the GHA Executive for their information, feedback and references before the two-phase interview process begins.

Step 3 – Phase 1 - Initial Interview

a. Each applicant will be invited to Phase 1 of the process; some exceptions may be made for those candidates who already were part of a Ranger coaching staff or have previous Ranger coaching experience, hence allowing more time to interview coaches new to the GRMH. Advancement to Phase 2 is at the discretion and invitation of the Selection Committee. The strength of the candidate's communication skills are assessed throughout the entire process (from initial application to Phase 2).

b. The Selection Committee endeavours ultimately to select the candidate that it deems as the most appropriate, best qualified and the best fit for the organization at each level. However, the goal whenever possible is to find a qualified, non-parent coach at all levels and preference will be given to non-parents where candidates are roughly equal in merit.

c. During Phase 1 each candidate is asked to give a 10 minute presentation to the Committee which must touch on the following: provide background on themselves, outline their coaching philosophy, touch on their proposed approach to team management and list proposed team staff. This will be followed by approximate 5 minutes of questions by the committee.

d. Applicants will be informed by the GRMH Secretary whether or not they will be proceeding to the Phase 2 interview.

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Step 4 - Phase 2 - Interview

a. A formal interview is conducted during which both technical knowledge and personal suitability are assessed. Candidates will be asked a variety of situational questions, relevant to the level they are applying to coach, with the intent of assessing their technical knowledge of the game, leadership skills and their ability to respond and react under different scenarios. The quality of the technical responses and the strength of communication skills are assessed throughout the interview. The Committee reserves the right to vary the questions from candidate to candidate in order to respond to feedback received from the GHA, in order to flesh out in more detail items a candidate may have touched on in their initial presentations, and/or to get a better sense of the candidate's communication style in a given situation.

b. The GRMH Secretary will inform the applicants on the status of their application.

c. Coaches selected by the GRMH Coach Selection Committee will be forwarded to the GHA Executive for their approval, once approved the coaches names will be posted on the Gloucester Rangers web site.

Section 3 – Coach Profile and Selection Criteria

There are a number of key competencies that GRMH have identified that an ideal coach candidate should possess and which provide the coach with the basic capabilities with which to run an effective team within the Rangers program. This list is not exhaustive of all the competencies required, however it does provide a sense for what key capabilities the Committee will be targeting.

An ideal coach should be able to demonstrate the ability to:

- Communicate effectively and in a positive manner (written and oral) with both the players and parents
- Adapt his/her program and/or approach to the developmental needs of the age group (e.g., adjust practices / training to the age and calibre they are interested in coaching versus simply constructing a miniaturized version of a professional one)
- Link age/level-appropriate skills with the game tactics and strategies (both practically and theoretically)
- Design and implement a year-long plan and program that is in philosophical alignment with organization's values, goals and policies
- Deal with emotionally-charged situations with integrity and in a professional manner and solve problems using a fair and thoughtful process

Other selection criteria the Committee will consider include:

- Coaching level attained through formal clinics
- Background and coaching experience

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- References
- Known or referenced reliability and integrity.

Preference will be given to non-parents where candidates are roughly equal in merit. This preference will be strong for the Tier 1 level teams (Minor Atom A teams and AA teams from Atom to Major Pee Wee), with more flexibility for Tier 2 teams (A teams from Major Atom to Major Pee Wee and AA teams from Minor Bantam to Major Midget) in order to ensure that the GRMH has an appropriate pool of candidates from which to draw.