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Authorised Michael Fisher President STBA

JOB SPECIFICATION

1. Primary Purpose of the Position:

The Basketball Operations Manager (BOM) reports to the President of the STBA and is responsible for the efficient management and leadership of all basketball operations.

The BOM accountabilities of the role can be divided into the following broad categories:

- Coaches
- Players
- District and Southern Districts Junior Basketball League
- Basketball philosophies

2. Key Accountabilities:

Key accountabilities of the Basketball Operations Manager (BOM) are as follows:

2.1 Coaches Appointment

The BOM is responsible for the recruitment, selection, allocation and management of coaches for all Southern Tigers Basketball Association District and SDJBL teams in consultation with the Juniors Vice-President, Seniors Vice-President and Club Committee. This responsibility involves assigning coaches to teams to which their qualifications, experience and abilities are most suited.

- Premier League and Division 1 Youth League and Juniors coach appointments must be ratified by the Club Committee.
- Division 2 and below coach appointments must be ratified by the relevant Vice-President.

The BOM facilitates the resolution of any coaching disputes in consultation with the relevant Vice-President.

Recruitment

The appointment process often requires recruiting new coaches into the program. This recruitment may come from:

- Parents of junior and youth league players
- Current or former junior players
- Current or former youth league and senior players
- Coaches at other Clubs
- Other people interested in taking up coaching



Development and Training

The BOM is responsible for the development of all Southern Tigers District and SDJBL coaches. This role includes the following components:

Mentoring

the BOM participates in informal meetings with Coaches in each program & age group, to discuss:

- Trainings
- Games
- Players
- Basketball Philosophies

The BOM will organise group meetings with all STBA Division 1 Coaches once a year, and a meeting with each age group's coaches as appropriate. The BOM will also be available to discuss coaching issues with individual coaches, on request or as needed.

Accreditation

The BOM is responsible for encouraging and promoting participation in the National Coaching Accreditation Scheme Level 1 and Level 2 coaching courses offered by Basketball SA.

Clinics

Twice a year, the BOM is responsible for planning, coordinating and running the Southern Tigers Basketball Association Skill Clinics and camps for players in the younger age groups.

One of the goals of the Skill Clinics is coach development. By watching and participating in Skills Clinics, coaches learn new drills and coaching techniques, which they can use in their own training sessions.

Coaching Pathways

Southern Tigers Basketball Association aims to provide a pathway for coaches who are interested in coaching beyond district level. The BOM provides a link into the Adelaide 36ers, Adelaide Lightning, National Intensive Training Program (NITP) and State programs and encourages coaches to get involved in these programs where possible.

The BOM will manage and oversee the activities of any appointed Development Officers for any programs.

2.2 Players

Selection

The BOM, in conjunction with the Coaches, is responsible to oversee and coordinate all Premier League, Seniors, Youth League and Junior team selections according to the Southern Tigers Basketball Association Player Selection Criteria.

Most of the responsibility is undertaken during Trials, which are held prior to the start of the Summer season and are coordinated by the BOM. The BOM also has a role to



play throughout the season, ensuring that players are moved to higher and lower teams as necessary.

Elite Level Program

The BOM is responsible for the identification of elite-level players throughout the club (in particular within Youth League & Junior teams), and ensuring they are provided with the fundamentals to play at the highest level possible. This may include the provision of:

- Home programs
- Small groups trainings
- Individual trainings

The BOM encourages the participation of talented club players in programs beyond club level, specifically NBL & WNBL training opportunities, Basketball SA talent identification camps, Elite Squads, the NITP and State Squads.

Recruitment

The BOM is responsible for recruitment of players to Southern Tiger Basketball Association. This can be done through connections with local Primary and High Schools, working with Basketball SA in the local community and from various local competitions.

2.3 Basketball philosophies

The BOM will make recommendations for the development, implementation and maintenance of basketball playing policies and philosophies for the Southern Tigers Basketball Association.

This can be achieved by liaising with and adopting suggestions from:

- BA, NBL, WNBL, State and NITP programs,
- Visiting international Coaches;
- Literature;
- Other coaches.

Implementation and Monitoring

The BOM ensures that Southern Tigers Basketball Association philosophies are administered consistently across the club. This is achieved by:

- Observing trainings
- Observing games
- Discussing philosophies at regular age-group meetings.

Communication

The BOM communicates Southern Tigers Basketball Association philosophies to parents and players via a regular article in the Southern Tigers Basketball Association newsletter or via the Club Website or Face Book page.

2.4 Southern Districts Junior Basketball League Administration



The BOM is required to be involved in the management of the SDJBL and represent the Southern Tigers Basketball Association in planning, promotion and development of the competition.

Teams

The BOM will oversee a recruitment program to attract new players and teams to participate in the competition ensuring growth. The BOM will oversee the player selection, coach selection and development of all SDJBL Southern Tigers Association teams as per the district teams.

3. Skills & Abilities:

The BOM should be Leader and experienced the area of sports coaching and/or administration preferably with a background in the basketball environment.

Key requirements will be to

- . Demonstrated Leadership skills
- . Demonstrate a high level of communication skills,
- . Possess an ability to work to a plan and timetable,
- . Manage direct reports,
- . Produce succinct monthly reports,
- . Work within strict budget guidelines
- . Meet key performance requirements

Salary: A salary package commensurate with qualifications and experience will be available.

Hours of Work: Salary inclusive of a minimum of (37.5 hours per week with 0.5 hrs daily lunch break).

Annual Leave: 4 weeks per annum.

Professional Development: Any attendances at any State/NITP tournaments as a coach will be considered as paid professional development leave and will not require the BAM to take annual leave to attend. This provision does not include the payment of travel and accommodation.

Location: Southern Tigers Basketball Association, 2 Sports Park Drive, States Road, Morphett Vale South Australia 5162

Tenure: This appointment is full-time. The position will be offered for the term of a contract, which will run on an annual basis from October of each calendar year. The fixed term of the contract will be for a period of up to 24 months, which will include regular reviews.

Period of Notice: 14 days.

4 Key Result Areas:



1. Manage coaches:

- Select coaches
- Manage and supervise coaches, including performance evaluations and mentoring;
- Provide induction, orientation and on the job coaching opportunities and specific coaching clinics for coaches
- Establish and maintain high standards and procedures.

Key Performance Indicator

Level of coaching success and satisfaction.

2. Manage Selections:

- Oversee and coordinate all Premier league, Senior, Youth League and Junior team selections.
- Oversee and Coordinate all player trials
- Oversee player movement based on the ability of the player.

Key Performance Indicator

Level of player success and satisfaction.

3. Recruit Players:

- Manage and oversee the recruitment of players to Southern Tiger Basketball Association.
- Maintain liaison with local Primary and High Schools, Basketball SA and local community to identify potential recruits.

Key Performance Indicator

Level of player success and satisfaction.

4. Manage SDJBL:

- As the STBA representative manage the development and growth of the competition of the competition.
- Oversee the recruitment of new players and teams to increase participation.
- Oversee coach and player selections.

Key Performance Indicator

Growth of the SDJBL competition.

5. Develop and maintain STBA basketball philosophies:

- Develop and make recommendations for the development, implementation and maintenance of basketball playing policies and philosophies for the Southern Tigers Basketball Association.
- Liaise with State and National counterparts in sport and research to identify best practice.
- Monitor and oversee the performance of coaches and players to ensure compliance.

Key Performance Indicator

Level of Basketball Community satisfaction.