



The BGHC utilizes the following process to identify and appoint Head Coaches for the Representative / Competitive teams

Coach Applicant Eligibility for Interview

Not all applicants will be granted an interview. Several criteria will be considered when determining whether an applicant will be interviewed by the coach selection committee. These criteria should not be constructed as a basis for a potential applicant NOT to apply. There needs to be sufficient other QUALIFIED applicants before the criteria below are applicable.

1. Good Financial Standing with the BGHC organization
2. A recommended maximum two years consecutive tenure as Head Coach with the same daughter OR core group of girls. **This criteria in particular is very dependent on other QUALIFIED applicants being available.**
3. Previous experience and obtained required certifications
4. Parent/member input (via coach evaluations – parent/player surveys)
5. Past working relationship with the organization
6. Daughter's assessed playing level

Selection Process

Notification Process:

The goal of this phase is to reach as many members of the community as possible and give equal opportunity to apply for coaching positions. Head Coaching positions will be posted within the first few months of the current season for the following year beginning at the AA level in October and to be finalized at all levels by end of January.

Interview Phase:

The goal of this phase is to rank as fairly, consistently, and objectively as possible, each of the candidates granted an interview for each coaching position. This is intended to



be achieved through pre-set interview questions and a pre-determined set of evaluation criteria to aid the coach selection committee in ranking applicants.

Coach Selection Committee:

The BGHC Rep Directors (Senior/Junior) will identify and form the selection committee with the following objectives.

Recommend a **minimum 3 members** on the committee with a mix of the following:

1. 1 Board member (ideally the Sr/Jr Rep director)
2. 1 Hockey Coaching experience (High level/competitive)
3. 1 Female with Hockey experience (coach/former competitive player)

To the extent possible, no real or perceived conflict of interest should exist for any given coach selection committee member. Conflict of interest identified as:

1. The individual owns/operates any business that is currently under contract by a team or that could potentially be contracted for financial gain to aid in the operation of a team within the BGHC organization.
2. The individual is the family member for any candidate that will be considered
3. The individual is currently an assistant coach for any candidate that will be considered
4. The individual has a daughter who will be in the age category and playing level (division) for which the candidates are applying

BGHC Board Vote Approve Proposed Coaches

A majority vote of the Board of Directors is required to approve each proposed coach candidate as put forward by the coach selection committee. Any Board member with a conflict of interest as defined by the above for purposes of membership on the coach selection committee will abstain from voting.