

MALE U18 AAA – Coach Selection

Coaching Staff applications for the THREE Hockey Edmonton U18 AAA High-Performance Hockey Programs are being accepted through March 31, 2020. THREE Coaching Staffs will be selected through the following Application Process. Selected staffs will be assigned to represent one of the hosting U18 AAA teams.

APPLICATION PROCESS

Applications from coaches not associated with one of our three 2019-20 U18 AAA teams are welcome. Your application for the 2020-21 season must initially include the following:

1. Submission of Hockey Resume including the following information:
 - a. Playing History;
 - b. Coaching History;
 - c. Coaching Awards/Achievements;
 - d. Coaching Credentials (NCCP and others);
 - e. Professional Development participation (past and future).
2. Submission of THREE Qualified References.

If you are selected from the initial screening to proceed to the next stage of our selection process, you will need to submit the following additional information:

1. Submission of proposed hockey Coaching Staff (including same Hockey Resume credentials listed above).
2. Submission of THREE Practice Plans (one Technical, one Tactical, one Systematic) – how do these plans tie into your weekly goal of choice? *Be prepared to present to Coach Selection Committee.*
3. Submission/Completion of Hockey Edmonton Coach Application Questionnaire (below). *Be prepared to discuss questions and answers with Coach Selection Committee.*

Applications for the THREE Coaching positions will be accepted from **March 17 through March 31, 2020**. Please submit all applications in PDF format via email to : office@hockeyedmonton.ca and directorelite@hockeyedmonton.ca.

Shortlisting of successful applicants will take place on **April 1 - 4, 2020** by Coach Selection Committee. Upon completion of the shortlist screening process, selected candidates will be invited to submit the additional application information. Those candidates will have until **April 10th** to supply the additional information to Hockey Edmonton. Unsuccessful applicants will be notified by Hockey Edmonton.

Please note that coaching applications are made to Hockey Edmonton. The Coach Selection Committee will consider the successful candidates for all programs in such a manner as to allow both the Hockey Program and the Coaching Staff to complement one another, allowing each to grow in a positive manner.

Interviews will be conducted on **April 17 and 18, 2020** at the Hockey Edmonton office: 10618 124 St NW, Edmonton, AB T5N 1S3.

Interviews will be conducted in front of a Coach Selection Committee. Interviewees will be asked to discuss their application submission and answer questions from the Committee.

Offers to successful Coaching Staffs will be made on **April 25, 2020**. Coaching announcements will follow on **April 28, 2020**. Successful coaches will be required to collaborate with their host association and the EHMC to develop their full Seasonal Plan for the 2020-21 season – inclusive of the following components: Physical, Mental, Life Skills, Technical – by July 1.

COACH APPLICATION QUESTIONNAIRE

1. What is your Coaching Philosophy?
2. If you were to obtain a Coaching position with a U18 AAA team, what would your goals/vision be for your respective team?
3. How will you organize your Coaching Staff (roles, responsibilities, duties, etc.)? Please explain.
4. If you were to obtain a Coaching position with a U18 AAA team, your team will be selected through a city-wide draft process. What type of team/players would you be looking to select? Please explain your potential draft strategy/plan.
5. If you were to obtain a Coaching position with a U18 AAA team, how would the Coaching Staff create a competitive environment where your athletes are accountable, professional, and motivated?
6. **Physical:** During previous seasons, how have you incorporated "Physical" components into your in- season Hockey Program to create an environment for success?
7. **Mental:** Please explain some of the "Mental" challenges you may have to address/overcome with 15 to 17-year-old elite-level athletes?
8. **Technical:** Please explain how you would teach 15 to 17-year-old elite-level athletes an effective Power Play.
9. **Life Skills:** Please explain the importance of Team Building and how you and your Coaching Staff will utilize in-season Team Building to create an environment for success?

MALE U18 AAA – Coach Job Descriptions

HEAD COACH

JOB DESCRIPTION:

- Serve as an official spokesperson on behalf of the team;
- Coordinate the delegation of responsibilities to the Assistant Coaches and Manager;
- Plan on-ice and off-ice team activities in consultation with the Assistant Coaches and Manager (within the Hockey Program guidelines set forth);
- Coordinate player selection and player evaluation in conjunction with the Team Director and Coach Mentor;
- Plan, implement and control pre-game preparation and communication with the team;
- Coordinate the implementation of the on-ice curriculum as outlined;
- Design the practice plans in consultation with the Coaching Staff;
- Coach the Team in all games and practices;
- Establish rules for the team and oversee the supervision of the players;
- Ensure all team members uphold the rules and regulations of the Hockey Edmonton, Hockey Alberta, and Hockey Canada;
- Participate in a year-end review of player evaluation, coach evaluations, practice plans, game strategy, and recommendations on how the Hockey Program can be improved;
- Reports to:
 - the host team association through the Team Director.
 - The EHMC and the Director of Elite Hockey through their host team President

MINIMUM QUALIFICATIONS:

- Strong hockey background in playing, coaching and evaluating
- Strong interest and commitment to child/athlete development
- Ability to work with fellow coaching personnel
- Ability to communicate on-ice and off-ice requirements to players and parents.
- Availability as to time requirements
- Must meet minimum NCCP requirements (**High Performance 1 and Checking Skills** prior to November 15) from Hockey Edmonton, Hockey Alberta, Hockey Canada.

ASSISTANT COACH

Assistant Coaches/Coaching Staff will be approved by Coach Selection Committee.

JOB DESCRIPTION

- Assist with player selection and the player evaluation process;
- Assist with planning, organizing and conducting practices;
- Assist with pre-game preparation;
- Assist with the operation of the team during the game;
- Assist with post-game evaluation;
- Assist with scouting and evaluation of opponents;
- Assist with the supervision of players both on and off the ice;
- Assist with the formulation of the overall game plan, as well as the game-to-game adjustments;
- Submit a year-end evaluation report to the Head Coach containing observations on player performance, team performance and general recommendations on the program;
- Reports to the team head coach.

MINIMUM QUALIFICATIONS

- Strong hockey background in playing, coaching and evaluation;
- Strong interest and commitment to child/athlete development;
- Ability to work with fellow coaching personnel;
- Ability to communicate on-ice and off-ice requirements to players and parents;
- Availability as to time requirements;
- Must meet minimum NCCP requirements (**Development 1 and Checking Skills** prior to November 15 deadline) from Hockey Edmonton, Hockey Alberta, Hockey Canada.

CODE OF CONDUCT & CRIMINAL RECORD SCREENING

Hockey Canada has adopted a Code of Conduct regarding behavior and expectations as well policies regarding harassment and abuse in hockey. Hockey Canada is dedicated to ensuring that these policies are strictly followed.

It is the policy of Hockey Canada that all successful coaching staffs are subject to a satisfactory screening process. Applicants, prior to being offered a position must submit a current **Criminal Record Search and Vulnerable Persons Check** and provide a list of qualified references. Coaching staffs must also be in good standing with the **Respect in Sport Program, by September 1.**

It is the policy of Hockey Canada that all information received will be held in strictest confidence. The process for the forwarding of information will be disclosed to any successful candidate upon being offered a coaching position. Failure to adhere to this minimal standards and timelines will warrant suspension or removal from the position.

SELECTION CRITERIA

Coaches invited to interview will be provided with the selection criteria (currently being reviewed by the Elite Hockey Management Committee) for their reference in preparation for their interviews.

PROFESSIONAL DEVELOPMENT & MENTORSHIP PROGRAM

All selected coaching staffs will be required to work in direct contact with a Coach Mentor throughout the entire season. The Coach Mentor is a tool for enhanced Coach and Player Development. The **Coach Mentorship Program** will be outlined to the successful candidates upon acceptance.

HONORARIUM & PER DIEM

An honorarium of **\$13,500** will be provided to each U18 AAA Coaching Staffs for the entire season. The honorariums will be paid semi-seasonally (Christmas, end of season) directly from team budget manager. The honorarium will be divided as such:

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|----|------------------|----|-------|
| 1. | Head Coach: | \$ | 7,500 |
| 2. | Assistant Coach: | \$ | 2,000 |
| 3. | Assistant Coach: | \$ | 2,000 |
| 4. | Assistant Coach: | \$ | 2,000 |

Allowances will be made for travel to the various camps and competitions for this program. Attendance at events may be subsidized with an allotted per-diem.

SEASON STRUCTURE

The Head Coach is responsible for leading, teaching, and mentoring the Coaching Staff, Players, and Families in a professional and organized direction. The Head Coach will be held responsible for their assigned Hockey Program during the following Season Structure:

1. Pre-Season Phase;
2. Tryout Phase;
3. Development Phase;
4. Regular Season;
5. Playoff Phase.