

MALE MIDGET AAA – Coach Selection

Hockey Edmonton is commencing to recruit and structure its 2019-2020 Male ADM Coaching Staffs. This posting is calling for Coaching Staff applications for the THREE Hockey Edmonton Midget AAA High-Performance Hockey Programs. THREE Coaching Staffs will be selected through the following Application Process (selected staffs will be assigned to represent one of the hosting Midget AAA teams):

APPLICATION PROCESS

All Coaching applications for the 2019-2020 season must 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.
3. Submission of proposed hockey Coaching Staff (including same Hockey Resume credentials listed above).
4. 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.*
5. Submission of respective Seasonal Plan for 2019-20 season – must include the following components: Physical, Mental, Life Skills, Technical. *Be prepared to present to Coach Selection Committee.*
6. 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 **April 1 to April 14, 2019**. Please submit all applications in PDF format to Joel Lenius (Hockey Edmonton, Development Manager) via email: joel.lenius@hockeyedmonton.ca

Shortlisting of successful applicants will take place on **April 15 and 16, 2019** by Coach Selection Committee.

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 the evenings of **April 17 or 18, 2019** 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 19, 2019**. Coaching announcements will follow on **April 24, 2019**.

COACH APPLICATION QUESTIONNAIRE

1. What is your Coaching Philosophy?

2. If you were to obtain a Coaching position with a Midget 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 Midget 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 Midget 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 MIDGET 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;
- Submit a year-end report of player evaluation, coach evaluations, practice plans, game strategy, and recommendations on how the Hockey Program can be improved;
- Report to the association through the Team Director and Coach Mentor.

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, 2019 deadline) 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, 2019 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 no later than September 1, 2019.**

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

The following categories detail the criteria employed in the selection process for coaching Staffs of Hockey Canada's Program of Excellence. Hockey Edmonton will utilize these criteria for its selection process of the Midget AAA Coaching Staffs:

- **Coaching Experience:**
 - Previous coaching experience and results;
 - "Success" as a hockey coach;
 - Scope of experience (league play, playoffs, tournament play, exhibition play);
 - Category or categories of experience as a hockey coach and hockey player;
 - Coaching Philosophy;
 - Active coaching status;
 - Knowledge of playing styles employed by various associations within Midget AAA league;
 - Ability to coach in short-term competitions and long-term competition;
 - Knowledge and understanding of potential game adjustments and facilitating them during the competition – having a good "feel" for the game;
 - Proven ability to effectively teach Technical Skills, Individual Tactics, Team Tactics, Team System Play, and Strategy – with a high dedication to Technical and Tactical skills.
- **Professional Development/Education:**
 - High Performance 1 or High Performance 2 certification attained in Hockey Canada's National Coaching Certification Program (at minimum) – Head Coach;
 - Development 1 certification attained in Hockey Canada's National Coaching Certification Program (at minimum) – Assistant Coach;
 - Attendance and participation at special coaching seminars/events/clinics.
- **Human Resources:**
 - Proven ability to successfully serve as a spokesman and role model for a team;
 - Proven ability to work in a team-coaching situation;
 - Proven ability to work with a Team Director and a Coach Mentor;
 - Proven ability to work within Hockey Program guidelines and with various program contributors (Strength & Conditioning Coach, Skills Coach, Mental Coach, Nutritionist, Team Manager, etc.);
 - Proven ability to successfully relate, interact, motivate, care for, and teach players at the Midget age-level;
 - Proven ability to successfully cope with deterrents and hardships in a competition;
 - Proven ability to handle demands of media.
- **Knowledge of a High-Performance Hockey Program:**
 - Proven ability to adapt, teach, and work towards objectives of a purposeful Hockey-Performance Hockey Program;
 - Proven interest and ability to select and coach the best possible athletes in a team first environment, regardless of their point of origin;
 - Proven appreciation for and awareness of the unique problems that can conceivably occur in the selection or operation of a city-wide High-Performance Hockey Program.

PROFESSIONAL DEVELOPMENT & MENTORSHIP PROGRAM

All selected Coaching Staffs will be required to attend seminars in August and December. A specially crafted **Professional Development Program** will be structured for the Coaching Staffs of the Hockey Edmonton Midget AAA teams. The August Seminar presents the opportunity for the coaching staffs to begin their working relationship with one another and an opportunity to meet and to begin to prepare for the operation of their teams. The December Seminar presents the opportunity for the Coaching Staffs to evaluate the progress of their season plan and to prepare for the second half of the season. The Professional Development Program will be outlined to the successful candidates upon acceptance.

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 **\$25,000** will be provided to each Midget 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:

1. Head Coach: \$16,000
2. Assistant Coach: \$3,000
3. Assistant Coach: \$3,000
4. Assistant Coach: \$3,000

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 hired by the Hockey Edmonton Coach Selection Committee and reports directly to the Hockey Edmonton Elite Management Committee. 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. Prep Phase;
2. Tryout Phase;
3. Development Phase;
4. Regular Season Phase 1;
5. Regular Season Phase 2;
6. Playoff Phase;
7. Off-Season Phase.