

Canada Games Squash Team Coach Selection Policy

Issued by: Squash Nova Scotia

Effective Date: July 15, 2025

1. Purpose

This policy outlines the process and criteria for selecting the Coach for the Nova Scotia Canada Games Squash Team. It is designed to ensure a fair, transparent, and performance-focused selection process in accordance with the Canada Games Council and Squash Canada standards.

2. Eligibility Requirements

To be eligible for consideration as a coach, candidates must:

- Be a member in good standing with Squash Nova Scotia
- Be certified or actively pursuing certification at Competition Development (Comp-Dev) level or higher in the NCCP, in accordance with Canada Games coaching standards.
- Provide or be willing to obtain a Criminal Record Check with Vulnerable Sector Screening within the last 12 months.
- Be available for all team preparation activities (e.g., training camps, competitions) and the full duration of the Canada Games.
- Uphold the values of integrity, equity, leadership, athlete development, and safe sport.

3. Application Process

- An open call for applications will be posted on Squash Nova Scotia's website and distributed via email and social media.
- Applicants must submit:
 - A resume outlining coaching experience and qualifications.
 - A cover letter expressing interest, coaching philosophy, and highlights of coaching achievements or team successes.
 - Proof of NCCP certification (or current progress status).
 - A minimum of two references (preferably sport-related).

Deadline to apply: September 1, 2025

4. Selection Process

- A Selection Committee composed of members of the Squash Nova Scotia Board of Directors, Squash Nova Scotia Member(s) at Large, and other member(s) in good standing of Squash Nova Scotia as selected by the Director of Coaching and Officiating, will review applications.
- Shortlisted candidates may be invited for an interview.
- The following are intended as guiding considerations for the committee in its assessment of candidates, to be applied as appropriate:

Criteria	Weighting
Coaching experience with junior athletes	25%
Technical & tactical squash knowledge	25%
Demonstrated Coaching Success	20%
Communication and leadership skills	10%
Team collaboration and planning experience	10%
Safe Sport knowledge and practice	10%

5. Selection Timeline

- **Posting Date:** July 15, 2025
- **Application Deadline:** September 1, 2025
- **Interviews (if applicable):** September 8 – 12, 2025
- **Final Selection Announcement:** September 26, 2025

6. Appeals

Unsuccessful applicants may appeal the selection process on procedural grounds only, following the Squash Nova Scotia Appeal Policy.

7. Coach Responsibilities

Selected coaches must:

- Lead all pre-Games training and preparation initiatives.
- Attend all mandatory meetings and Games-related activities.
- Uphold the Canada Games Code of Conduct, Safe Sport policies, and any other relevant policies.
- Collaborate closely with Squash Nova Scotia, Nova Scotia Junior Provincial Team Coach, Canada Games Team Manager, athletes, and officials.
- Be certified Competition Development (Com-Dev) by January 2027.

8. Terms

- The coach appointment is valid for the duration of the Canada Games cycle, ending upon the completion of post-Games reporting and debrief.
- The role may be revoked for breaches of conduct, policy non-compliance, or failure to fulfill responsibilities.
- The successful applicant must abide by the 2027 Canada Winter Games Squash Technical Package (<https://drive.google.com/file/d/1C8ED2rzL7lAjmlu2U-SlVsypt6tid3St/view?usp=sharing>)