

BSSA COACH SELECTION FRAMEWORK

This Coach Selection Framework ("Framework") provides for the selection of Head and Assistant Coaches for competitions under consideration by the BSSA.

Swimming competition dates will be announced from time to time by the BSSA. The BSSA reserve the right to amend these criteria and circulate such amended criteria.

Definitions:

- A. "BSSA" refers to the Botswana Swimming Sports Association, acting through its National Executive Committee (NEC).
- B. "Head Coach" refers to the Head Coach appointed to lead the Team.
- C. "Assistant Coach" refers to any Assistant Coach(es) appointed to support the Team.
- D. "Eligible Coach" means a coach who (i) qualifies to be Selected to the Team according to this Framework and has complied with all eligibility requirements set forth in Section 1; and (ii) has submitted a completed application with coaches profile by April 1 of the given year to be considered for appointment to national team roles. Coaches must reapply annually to remain on the eligible list.
- E. "Selected Coach" means a coach who has been formally appointed by the BSSA NEC to serve on a designated national team. Coaches who are selected will be notified in writing and must confirm acceptance of the appointment within seven (7) days of receiving the offer.
- F. "Team" refers to any national team appointed by the BSSA for regional or international competition.

1. Eligibility Requirements

To be considered for appointment to a national team, a coach must meet the following eligibility requirements:

- 1.1. Be a registered BSSA coach in good standing.
- 1.2. Hold a valid passport that will not expire within six months of the competition's end.
- 1.3. Be available to travel with and support the team for the full duration of the competition.
- 1.4. Sign, return, and abide by the BSSA Code of Conduct as appended to the BSSA Constitution and agree to and sign the BSSA Athlete / Official Agreement for the said competition.
- 1.5. Hold a minimum of ASCA Level 2 (or equivalent) coaching certification and have relevant experience coaching athletes who have qualified for regional or international teams in the past four years.
- 1.6. Demonstrate strong technical and tactical understanding and have knowledge of and comply with all rules of BSSA, World Aquatics, WADA, and other relevant governing bodies.
- 1.7. Demonstrate strong administrative, organisational and communication skills, support a positive team culture, and remain composed in high-pressure situations.
- 1.8. Previous national team feedback from athletes, staff, or management will be considered where applicable.
- 1.9. The coach must declare any potential conflicts of interest, especially in areas such as relay selection.

1.10. The coach must have no scheduling conflicts that would affect availability for team responsibilities.

1.11. The BSSA may also consider the overall composition of the coaching staff, including the promotion of diversity in line with World Aquatics guidelines, and the strategic development of Botswana's future national team coaches.

2. Job Responsibilities

The Head and Assistant Coach/es are responsible for the following:

- 2.1. Ensuring the Team's adherence to all rules regarding the Championships .
- 2.2. Abiding by rules established by the BSSA.
- 2.3. Attending all meetings to the said competition.
- 2.4. Being available for the entire duration of the said competition.
- 2.5. Completing all competition entry requirements by stated deadlines.
- 2.6. Responding to requests from BSSA in a timely manner.

3. Selection Criteria

BSSA will select one Head Coach and any number of Assistant Coaches it deems adequate and shall, for each tier, consider the following criteria: (i) The minimum coaching qualification required; (ii) The coach's experience and contribution to athlete development; (iii) The proportion of athletes on the team coached by the applicant:

3.1. Tier 1 – Regional Development Events (e.g. Africa Aquatics Zone IV, Regional Nationals)

3.1.1. Coaches must hold at minimum an ASCA Level 2 (or equivalent) coaching

certification.

3.1.2. Consideration is given to coaches whose athletes make up significant portion of the team and who have a strong track record at national level, including consistent athlete performance in recent years.

3.1.3. For Assistant Coach positions, developmental opportunities may be considered to support Botswana's future coaching pipeline.

3.2. Tier 2 – Continental Youth / Junior International Events (e.g. All Africa Juniors, AUSC)

Region 5, WA Junior Champs, CYG, YOG)

3.2.1. Coaches must hold at minimum an ASCA Level 3 (or equivalent) certification.

3.2.2. Consideration is given to coaches whose athletes make up significant portion of the team and who have a strong track record at junior continental and international level, including consistent athlete performance in recent years.

3.3. Tier 3 – Senior Continental / Global Elite Events (e.g. All Africa Seniors, WA Champs,

Commonwealth Games, Olympic Games)

3.3.1. Coaches must hold at minimum an ASCA Level 4 (or equivalent) certification.

3.3.2. Consideration is given to coaches whose athletes make up significant portion of the team and who have a strong track record at senior continental and international level, including consistent athlete performance in recent years.

3.4. **Coach Support for Athletes on Tour (Applicable to Tiers 1–3)**

3.4.1. In the interests of athlete continuity and support, an eligible coach who is

not selected as a team coach for a specific tour but has one or more athletes on that tour's final team may apply for BSSA accreditation to attend the competition at their own expense. If approved, the coach may operate poolside under the direction of the Head Coach and must comply with all relevant provisions of this Framework.

4. **Removal**

The BSSA may remove a coach who is eligible for Selection or has been Selected to the Team for any of the following reasons:

- 4.1. A coach may voluntarily withdraw from the Team. The coach must submit in writing any withdrawal to the BSSA within 7 (seven) working days from date of selection.
- 4.2. BSSA may remove a coach who has an injury or illness, as certified by the physician for the competition, that is likely to keep them from participating at the competition. If the coach refuses verification of the illness or injury by the approved Championships' physician, their injury will be assumed to keep them from participating at peak levels in the Championships and they may be removed.
- 4.3. BSSA may dismiss a coach from the Team at any time if the coach violates any BSSA or other rules and regulations applicable to the Team or its members, including, without limitation, applicable Codes of Conduct or Team Rules. If there is a violation and BSSA dismisses the coach from the Team, upon request of the coach, there will be an emergency hearing before BSSA

Appeal Committee within 24 hours of the violation (or as soon as possible) to determine whether the proposed dismissal or other discipline is warranted.

4.4. If a coach is alleged to have committed an anti-doping rule violation, that coach shall remain on the Team (or remain eligible to be Selected to the Team) until the coach: (i) is provisionally suspended; (ii) is declared ineligible after a hearing conducted pursuant to the BNOC Anti-Doping Agency Protocol for Olympic Movement Testing or by World Aquatics; (iii) voluntarily accepts a provisional suspension or sanction of ineligibility; or (iv) the coach voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.

4.5. If a coach is alleged to have committed a violation of the SafeSport Code for the Olympic and Paralympic Movement, that coach shall remain on the Team (or remain eligible to be Selected to the Team) until the coach: (i) is suspended; (ii) is declared ineligible after a hearing; (iii) voluntarily accepts a suspension or sanction or ineligibility; or (iv) voluntarily

4.6. Any coach who is to be removed from eligibility to be Selected to the Team or removed from the Team, pursuant to the following provisions, has the right to a hearing per the BSSA constitution.

5. Replacement

5.1. If a Head or Assistant Coach is removed from the Team for any reason, the BSSA will replace that Head or Assistant Coach, respectively, based on the criteria in Section 2 of this document.

6. Funding

6.1. The BSSA will determine the funding selected. In certain cases, this will be self-funded, as communicated from time to time.