

HILLS BASKETBALL ASSOCIATION LTD

PO Box 6426, Baulkham Hills BC, NSW, 2153

Phone: 02 9894-8944

Email: info@hillshornets.com.au

Website: www.hillshornets.com.au

ABN 26 667 459 814

REPRESENTATIVE PLAYER SELECTION POLICY

Document Title:	Representative Player Selection Policy
Approving Authority:	HBA CEO
Approval Date:	25/08/2024
Policy Advisor:	HBA Representative Manager

PURPOSE:

The purpose of this policy is to outline the selection process used for Hills Basketball Association (HBA) Representative athletes.

The selection process is designed to find the most suitable players for each team and to give HBA Representative teams and players the best opportunity to develop and succeed, now and in the future.

SCOPE:

This policy applies to all HBA Representative teams, including NBL1, Waratah Junior, Senior & Wheelchair.

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SELECTION GUIDELINES

The following guidelines will be adhered to during the player selection process, to ensure selections are transparent and void of potential conflict of interests:

- The independent selector must not have a personal interest to any player trialling for that age group/team. (Family Member/private personal coach arrangements - paid or unpaid).
- If a Mentor Coach or Head Coach has a personal interest in any player trialling for a specific age group or team (Family Member/private personal coach arrangements – paid or unpaid), they must recuse themselves from the decision-making process for that player.
- Where possible, the selectors will attend all selection trials.
- Where a choice must be made between two athletes of similar assessment, the following applies:
 - Athlete transferring into HBA and a Hills athlete: the preference will be given to the athlete with a history of Hills Local and/or Representative Competition
 - Athlete trialling at HBA only and an athlete trialling at multiple associations: the preference will be given to the Hills only athlete.
- Players who withdrew from a previous Hornets team after teams were announced will not be considered for selection for 12 months.
- The decisions of the selectors will be final. Feedback can be requested.
- No announcements will be made on the day of trials.

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ELEGIBILITY CRITERIA

To be eligible for selection:

- Parents/carers of minors must agree to operate within the policy and guidelines set out in the Hills Hornets Representative Handbook. <https://hillshornets.com.au/hornets/handbook/>
- Players must agree to operate within the policy and guidelines set out in the Hills Hornets Representative Handbook. <https://hillshornets.com.au/hornets/handbook/>
- Players must be registered with Basketball NSW and registered/affiliated with HBA.
- Players must attend the full trial process as determined by HBA (Any absences must be explained in writing, communicated in advance, and approved by HBA).
- Players must pay the appropriate trial fees.
- It is the expectation that junior players will make all good faith attempts to join a local competition team. Failure to do so may incur additional costs outlined in the Hills Hornets Representative Handbook. <https://hillshornets.com.au/hornets/handbook/>
- Junior players must submit a BNSW permission to trial form if previously played representative basketball for another Association.

ASSESSMENT OF KNOWLEDGE AND SKILLS

Athletes will be assessed in the "Super Six" capability areas relevant to their age group. These capability areas include:

Super Six	Indicators
Ball handling	<ul style="list-style-type: none">• Using dribbles efficiently while keeping their heads up.• Looking to advance the ball to create advantages for teammates.• Use of the weak hand.• Ability to create space with dribble moves.
Passing	<ul style="list-style-type: none">• Passing to the receiver's target hands and away from defenders.• Ability to pass with either hand, correctly choosing which hand to use.• Pass selection - the right pass in different situations.• Ability to use pass fakes or dribbles to get better passing angles to teammates.
Shooting technique	<ul style="list-style-type: none">• Shooting technique, making sure that players lift the ball high before their release.• Shooting footwork used correctly and effectively.• Shot selection and range.• Left/Right-handed layups with correct footwork.
Footwork/pivoting	<ul style="list-style-type: none">• Staying low on pivots and not lifting out of stance.• Protecting the ball on all pivots.• Using jump/stride stops, especially in the key.• Defensive footwork - containment footwork so that players can stay in front of the ball.
Defensive positioning	<ul style="list-style-type: none">• Understanding of defensive positions off the ball.• Jumping to the ball and help concepts.• Defensive communication.• Overall defensive team concepts.• Defensive decision making.• Defensive stance.• Ability to guard a player one on one in numerous scenarios.
Decision-making	<ul style="list-style-type: none">• Good shot – Bad Shot the ability to make the right decision.

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	<ul style="list-style-type: none">• Offensive Reads – ability to react to what the defense does to create an advantage eg being over played – back cut, when to flare off a screen and when to curl.• Defensive Reads – steal or contain, help or stay.• When to pass, when to shoot, when to drive.
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It is not expected nor required for athletes to be advanced in all capability areas. All skills will be assessed in the context of positional expectations. Assessment will consider the athletes' potential and performance of these capability areas during the trial process.

SELECTION FRAMEWORK

All players will be assessed using HBA's player selection framework below:

Super Six	Fundamental knowledge and skills necessary for athlete performance.
HBA Style of Play	Ability to fit within the Hills Style of Play including up tempo defense, pushing the ball early, and team first outlook.
Basketball IQ	Ability to grasp concepts quickly, execute on plays, and anticipate the read of the game.
Fitness	The ability to perform while under fatigue (created through trial environment).
X-Factor	This may include attributes such as body type and genetic potential etc.
Speed and athleticism	The physical abilities that enable an individual to perform rapid and dynamic movements efficiently and effectively.
Work ethic	Commitment to perform drills and game scenarios with dedication, diligence, and a strong sense of responsibility (e.g., attentiveness during instruction, compete at 100% every repetition).
Hustle	Desire to do the 1% - getting into position, working off the ball, contesting.
Leadership	Ability to stand up and stand tall for self and others (e.g., help other players out, congratulate teammates efforts, encourage others).
Team fit	Athlete-team fit: do they compliment the team both skill wise and as a valued teammate.

Please note. HBA's player selection framework is a guiding resource only.

ADDITIONAL SELECTION CONSIDERATIONS:

- The ratio of Top Age/Bottom Age athletes <https://hillshornets.com.au/hornets/handbook/>
- Transfer guidelines and requirements – <https://hillshornets.com.au/hornets/handbook/>
- Local competition participation <https://hillshornets.com.au/hornets/handbook/>
- Past conduct and/or behavioural issues with athlete and/or parent/carer.

PLAYER SELECTION PROCEDURE

Representative trials for Waratah Junior, Senior & Waratah Leagues will be held annually. The venue, date and time will be published on the HBA website 6 weeks prior to the first trial.

General procedural principles:

- Athletes will be considered for representative teams within their age group.
- Top age U18 junior players (turning 17 years of age) may trial for HBA's Youth League teams. Should a junior player be selected in a Youth League team, all junior representative commitments must take priority.
- Top age U18 junior players (turning 17 years of age) may be eligible to trial for the HBA NBL1 team, provided they comply with the By-laws set by Basketball New South Wales (BNSW). Should a junior player be selected in a NBL1 team, all junior representative commitments must take priority.
- NBL1 team selection will encompass player recruitment and players may be announced prior to the start of trial process.

Under exceptional circumstances, variations to these principles will be considered. Any variation requires HBA approval.

TEAM NUMBERS

Junior Waratah League:

- All HBA junior representative teams consist of ten (10) rostered players.
- All junior teams may select up to two (2) development players.

Senior Waratah League & NBL1:

- All HBA NBL1 teams may select up to twenty (20) rostered players. Teams may field up to twelve (12) players per game.
 - NBL1 teams may name athletes from Waratah senior teams on the roster as per Basketball NSW By-laws.
 - If a player from a Waratah team is called up to NBL1 during the season, the NBL1 Head Coach is required to discuss the request with the appropriate Head Coach prior to offering the opportunity to the player.
- All HBA Waratah Senior and Wheelchair teams may select up to twelve (12) rostered players.
- All HBA Waratah Senior and Wheelchair teams may select up to four (4) development players.

Please note:

- A Development Player (Junior or Senior) status may change to full player status should they replace a full player. This may impact fees and local competition rules.
- Additional Development Players may be considered upon request from the Head Coach.

EXCEPTIONS TO SELECTION GUIDELINES, ELIGIBILITY CRITERIA AND PROCEDURE

Athletes who have a legitimate reason for being unable to comply with eligibility criteria, selection framework and/or procedural principles may request an exemption in writing to HBA. This exemption request is to be submitted before the trial process for athletes to be considered for selection.

If special circumstances arise during the trial process, athletes are required to advise HBA in writing at their earliest convenience.

HBA reserves the right to consider each exemption on a case-by-case basis. HBA's decision on the exemption will be final.

Legitimate reasons may include:

- Inability to trial due to injury/illness (Medical evidence must be provided).
- Inability to gain release from elite sports program or school event (documentation must be provided).
- A prior family commitment. E.g., wedding, family holiday (documentation must be provided).

HBA will provide selectors with a list of approved players who are unable to attend trials but remain in consideration with others in attendance. It is not intended that being on this list will either enhance or prejudice players' chances of selection. HBA reserves the right to introduce athletes throughout the trial process should they deem their participation to be in the best interest of the team and program.

JUNIOR SELECTION PROCESS

Junior Selection Panel Members (minimum of 5 and maximum of 8 members):

- Representative Development Manager.
- Mentor Coach (appropriate age group)
- Independent selector(s). Appointed by HBA.
- Head Coach of Division 1, Division 2 and Division 3 for the upcoming representative season

Junior Selection Process:

Step 1	Open Trial (Week 1) External/transferring representative athletes and local competition athletes (non-Hornets Representative athletes) trial.
Step 2	After week 1, successful athletes will be sent an invitation by email to attend Week 2 of trials. Unsuccessful athletes will also be notified by email.
Step 3	Invitational Trials (Week 2) Previous season HBA representative athletes will be sent an invitation to register for Week 2 of Trials.
Step 4	After week 2 trials, a list of successful athletes through to 'Week 3' will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.
Step 5	Selected athletes are required to attend 'Week 3' Trials.
Step 6	After week 3 trials, a list of successful athletes through to 'Week 4' will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.
Step 7	Selected athletes are required to attend 'Week 4' Trials.
Step 8	After week 4 trials, teams will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.

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SENIOR SELECTION PROCESS

Senior Selection Panel Members (minimum of 5 and maximum of 8 members):

- Representative Development Manager
- Independent selector(s) Appointed by HBA
- Head coach of NBL1, Waratah Men/Women, and Youth League (all divisions)

Senior Selection Process:

NBL1 trials:

NBL1 trials are via an Expression of Interest. Athletes will be notified of process.

Senior Waratah Trials:

The senior squad selection process for all senior players consists of the following steps:

Step 1	Open Trials (Week 1)
Step 2	After week 1 trials, a list of successful athletes through to 'Week 2' will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.
Step 3	Selected athletes are required to attend 'Week 2' Trials.
Step 4	After week 2 trials, a list of successful athletes through to 'Week 3' will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.
Step 5	Selected athletes are required to attend 'Week 3' Trials.
Step 6	After week 3 trials, a list of successful athletes through to 'Week 4' will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.
Step 7	Selected athletes are required to attend 'Week 4' Trials.
Step 8	After week 4 trials, teams will be published on the HBA website, www.hillshornets.com.au by 5:00pm Tuesday.

Special Circumstances:

Where they believe special circumstances exist, HBA Representative Coaches may apply to vary selection processes for their team in that year only. The selection processes may only be modified with the prior approval of HBA.

Assistant Coaches can apply to be part of the selection panel meetings. Application and approval system through the Representative Manager. If the Assistant coach has a personal interest in any player trialing (Family Member/private personal coach arrangement – paid or unpaid) they will NOT be permitted to attend.

Where HBA deem changes are to the benefit of the program and/or the team, HBA may decide to add additional rostered players or development players after team selection.

HBA reserves the right to override any of the rules, regulations, policies, and procedures if deemed to be in the best interest of the program.

PLAYER MOVEMENT AFTER SELECTION

Should an additional player be required for any team roster (junior or senior), the matter must be discussed with the Representative Manager and Representative Development Manager prior to any approach to parent or player.

The following procedures are to be followed:

- Junior Teams
 - Movement of junior players can only be within selected age group.
 - Should a junior team in a higher division need to replace a player (due to injury, withdrawal) a discussion with Representative Department and relevant coaches will be held to discuss potential athlete(s). Once confirmed, the Representative Department will approach parent to discuss.
 - If a Development Player is required to be added to a team, the Representative Department and relevant coaches will select the most appropriate (position and strength) development player in the age group to be selected. Once confirmed, the Representative Department will approach parent to discuss.
- Waratah Youth League Teams:
 - Movement of Youth League players can only be within selected age group.
 - Should a Youth League team need to replace a player (due to injury, withdrawal) a meeting with Representative Department and relevant coaches will be held to discuss potential athlete(s). Once confirmed, the player will be approached to confirm and agree to movement.
 - If a Development Player is required to be added to a team, the Representative Department and relevant coaches will select the most appropriate (position and strength) development player in the age group to be selected. Once confirmed, the player will be approached to confirm and agree to movement.
 - If all options above are exhausted, a meeting can be held to discuss the possibility of an Under 18 (top age) athlete with Representative Department and relevant coaches. The athlete must fulfill junior commitments. Once confirmed, the Representative Department will approach parent to discuss.
- Waratah Senior Teams:
 - Should a Waratah senior team need to replace a player (due to injury, withdrawal), one of the appointed Development Players may be asked to join the team. The most appropriate (position and strength) development player will be selected. Once confirmed, the player will be approached to confirm and agree to movement.
- NBL1 Teams:
 - Should NBL1 team need to replace a player (due to injury, withdrawal) a meeting with Representative Department and relevant coaches will be held to discuss options.

Should the procedure above not identify a suitable replacement, athletes outside the selected group may be considered.

Once player appointment is confirmed, the Coach must notify the Representative Manager who will advise Basketball NSW of addition to roster.