



REP COACH SELECTION PROCESS

To provide clarity and transparency towards the process in which volunteer rep coaches are selected within RMMSA.

ACTIONS & TIMELINE

Applications Solicited by RMMSA	July 4-22, 2025 - Appeal for applications through typical channels
Application Vetting Process	Jul 22, 2025 - Application deadline - applications reviewed by Rep Managers Operations and VP Rep. RMO's and VPR to reach out to candidates for any additional information and/or clarification required. If no applicants - extend application deadline.
Interview Process	Aug 1, 2025 - Interviews completed by this date - ALL candidates (even if only single applicant) to interview/have discussion. Interviews completed by panel of rep council members (ie: VP Rep, Rep Mgr Operations, Director of Player/Coach Dev). Members to recuse themselves in situations where there is a perceived or real conflict of interest. Interview questions and content to be determined by Rep Managers Operations, VP Rep and Rep Council.
Candidate Selection	Aug 1, 2025 - Candidates selected by panel (additional input solicited if needed from other members of rep council) and selection communicated with ALL coaches in application process. Coaches to have already submitted bio and philosophy statements for social media and online communication. Communication out to association membership through email, website, social media, etc... Tryout dates and times confirmed.

Teams Selected	Sep 7, 2025 - All rep teams finalized by this date. Rosters to be forwarded to Rep Managers Operations, Director of Athlete Development and VP Rep for review and confirmation. Athletes communicated with in a timely manner (within 3 days of tryout) and communication appropriate to the age and development level of team.
Assistant Coaches Selected	Sep 30, 2025 - Final deadline for head coaches to select/communicate selection of assistant coaches. Assistant coach selections to be reviewed by RMO and VP Rep - any concerns or questions to be discussed with head coaches. Ultimately, head coaches retain the ability to select their assistant coaching staff as long as: <ul style="list-style-type: none"> • players related to/associated with assistant coach will have made the team based on their own skills/merits • assistant coaches pass all required information checks (CRC/SDF) • assistant coaches considered ‘in good standing’ with association (or previous associations) with regards to fees, on field behaviour with umpires, etc...

INTERVIEW

Please prepare ahead of time and be ready to share:

- A summary of your coaching philosophy and style - a snapshot of ‘who you are’ as a coach and what you believe in with regards to youth and our sport
- A brief (bullet points) bio of your experience and accomplishments as a coach
- A photo ‘head shot’ and release to share the above information via social media and website and other media should you be selected to coach
- An upcoming season training plan - your plan should sketch out the following:
 - the ‘off’ season phase of training (fall/winter) - how many practices a week, where you plan on practicing, what the focus of practices will be, etc...
 - pre-competition training phase (winter/early spring - gearing up for season)
 - in-competition training phase (spring/summer - ‘IN’ season)
- in each phase of the training plan, you should be able to outline how you plan to support your athletes’:
 - physical development - ie: overall strength & conditioning, speed, power
 - softball specific skills development - positional specific, specialty position specific - please keep in mind that plans for the above should be appropriate and aligned with Softball Canada’s Long Term Athlete Development Model as well as your athlete’s physical developmental stages.
 - mental development - both sport specific (softball specific and general sport psychology) and overall mental health (regulating emotions, checking in with athletes, etc...)
 - team building opportunities
- Be prepared to answer questions about actual or hypothetical situations you have faced or may face on or off the field while coaching