

COACH DEVELOPMENT PATHWAY POLICY

Purpose:

The purpose of this policy is to support the growth and development of MCBA/Melbourne Tigers coaches by enabling opportunities within elite basketball environments, while ensuring that the integrity, competitive position, and intellectual property of MCBA/Tigers are protected.

Scope:

This policy applies to all MCBA/Tigers coaches involved in representative programs, including but not limited to:

- NBL1 coaches (Head and Assistant)
- Youth Championship and pathway coaches
- High-performance program staff

Guiding Principles

MCBA/Melbourne Tigers is committed to:

- Supporting coach development through exposure to higher-level and professional environments
- Enhancing the capability of our coaching workforce
- Maintaining strong ethical standards and protecting competitive advantages
- Avoiding conflicts of interest that may compromise MCBA/Tigers programs

External Coaching Opportunities

Development Pathway Support

MCBA/Melbourne Tigers recognises that coaching at higher levels such as WNBL, NBL, or equivalent elite competitions provides valuable professional development.

Accordingly:

- Coaches engaged in MCBA/Melbourne Tigers programs (including NBL1) may be approved to undertake assistant or support coaching roles with WNBL/NBL or equivalent elite clubs
- This includes situations where a coach is concurrently coaching within NBL1 competitions
- Each request will be assessed on a case-by-case basis to ensure alignment with MCBA/Melbourne Tigers priorities

Approval Process

All external coaching engagements must:

- Be formally disclosed in writing to MCBA/Melbourne Tigers Head of High Performance
- Include details of:
 - Role and responsibilities
 - Club/organisation
 - Competition
 - Time commitments and scheduling
- Receive written approval prior to commencement from any of the following:
Melbourne Tigers Head of High Performance or
MCBA General Manager or
MCBA Chairperson of the Board

MCBA/Melbourne Tigers reserves the right to apply reasonable conditions to any approval.

Conflict of Interest & Competitive Integrity

Competing Organisations

To protect the competitive position of MCBA/Melbourne Tigers:

- Coaches will **not be approved** to undertake coaching roles with any club that directly competes with MCBA/Melbourne Tigers within the same competition structure (including NBL1, junior representative leagues, or aligned pathways)

Specific Restriction

Where a requested coaching role involves:

- A club or organisation that directly competes against MCBA/Melbourne Tigers teams in the same league or competition; or
- Access to strategic, tactical, player, or program information that could reasonably impact MCBA/Melbourne Tigers' competitive position

Approval will not be granted.

Information & Confidentiality

Approved coaches must:

- Maintain strict confidentiality regarding:
 - Game strategies and systems
 - Player performance and development data
 - Internal program methodologies
- Avoid any sharing of MCBA/Melbourne Tigers intellectual property with external organisations

Management of Dual Roles

Where external roles are approved:

- MCBA/Tigers commitments must remain the primary priority
- Scheduling conflicts must be proactively managed
- Coaches must not allow external responsibilities to negatively impact their performance or availability

Review & Compliance

- All approved arrangements will be periodically reviewed
- Breaches of this policy may result in:
 - Withdrawal of approval
 - Disciplinary action
 - Termination of coaching appointment where appropriate

APPROVAL / VERSION CONTROL	
Original Policy Implementation Date	4 June 2026
Approved by:	MCBA Board
Updated:	
Next Review Date:	June 2028