

HIGH PERFORMANCE PROGRAM RECRUITMENT POLICY

Basketball ACT's elite teams, the Canberra Capitals (WNBL), Canberra Gunners, Canberra Capitals Academy (SEABL) and Canberra Gunners Academy (BNSW Waratah) serve a valuable role in show-casing the sport to the community, and the Basketball fraternity. The teams need to represent the values and ethos of the Sport and Basketball ACT, particularly culture, inclusion, sportsmanship and sustainability. To achieve this, the teams recruitment and selection should be guided by the following principles:

- The teams must contribute to a sustainable future by wisely spending and managing within its assigned budget. Budgets are set annually and will take into consideration increases in league/market expenditure and any case for extra or special circumstances to cover short-term gaps in depth of suitable athlete talent and skill through Basketball ACT's development programs and pathways.
- Part of a sustainable future is the development of local players as well as positioning the brands as representing the surrounding and greater capital region so that the teams are viewed as a pathway in the region. Players recruited into the team should never be at the expense of this principle. The numbers of non-local players will be determined each year, in discussion with the Head Coach and High Performance Director, determined by positional and/or leadership requirements.
- Basketball ACT's development pathways have and will produce and foster talent suited to the leagues we enter, as well as leagues beyond such as NBL, NBA, and WNBA. It is important that the elite programs understand they are the pinnacle of the sport in Canberra, and as such primarily set about building and sustaining a program that aspires to be recognised as a championship program with ACT and regional locals, which are supplemented on a case by case basis with imports for specific positions and strategic objectives and requirements, also should contribute to the development up to and out of the levels they compete in; this development is for the individual, the team and should reflect in strong positive personal character development. This involvement will be done in coordination with philosophy and culture built by Basketball ACT's High Performance Director.
- The immediate feeder programs to the elite teams, the "Academy Teams", will be positioned appropriately each year to optimise the development based on the assessed talent levels. These teams should be selected for potential to play at the higher level, as well as character. It is a goal of these and the other Basketball ACT development pathway teams to develop the "next generation" Capitals & Gunners. The elite teams must be inclusive and factor this transition into their selections, trainings and opportunities where possible.
- Basketball ACT expects the teams recruitment and selection to nominate a competitive team in the leagues. Whilst this is a highly subjective measure it is perhaps meant to describe more what is not intended: Basketball ACT does not wish to be market-leader in player salary spend, nor to dominate their team with non-locals where the accusation could be made that 'Canberra is buying a Championship'. Championships and Finals play will be determined by the skill of the individuals and the team, leadership and development of ACT players, and the overall hard work of all involved – these will come with a fair share of luck and will begin by the selection of a competitive team.
- All elite team members selected represent Basketball ACT at the highest level and need to understand their every action on and off court, in and out of competition, will be highly visible and scrutinised. Elite team members may be remunerated and as such will be under additional obligations beyond existing Basketball ACT codes of conduct. This higher order and standards reflects the seriousness Basketball ACT takes with the teams and its role models. Any un-sportsman like or similar [e.g. Bringing the Sport into disrepute] charges, proven or otherwise may face addition sanctions, dismissal and/or monetary loss to elite team members. This would include activities outside of Basketball [e.g. social media or criminal activity].