



Policy Name: Selection Team HNO & Officials		Date of Approval: Feb 8, 2025	Effective Date: Feb 8, 2025
Approved by: Board of Directors	Prepared by: Development Committee		Replaces Previous Versions: May 18, 2018
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Responsible Board of Directors- Development	Accountable Board of Directors	Consulted Board of Directors	Informed HNO Members

Hockey Northwestern Ontario (HNO) is committed to providing a clear and transparent selection process for team staff and players for high performance programming and officials for regional, provincial and national events.

This policy will cover the selection process for HNO's team entry into the Cross-Border Challenge and OHL cup.

This process will include staff and player selections. It will also outline the selection process for officials representing HNO at regional, provincial and national competitions.

HNO Under 16 Staff Selection Eligibility

- a) All candidates must be in good standing with HNO and support our mission, vision, values, by-laws, regulations and policies.
- b) b) Candidates for the role of Head Coach and Assistant coach must be registered to a team within HNO for the current season of the Event.
- c) All staff must meet the minimum requirements for training and certification as outlined in regulation and have a valid criminal record check on file with HNO.
- d) High Performance coaches that have completed the written assignment and still require a field evaluation may be considered at the discretion of the selection committee.
- e) Among the items that will be considered will be a candidate's experience working with High Performance athletes, development knowledge, technical and tactical knowledge, coaching skills, and personal attributes.



Process

The Program of Excellence Selection Committee will be comprised of:

- Minor Convenor
- Development Convenor
- Junior Convenor

The Selection committee will have staff resource of:

- Technical Director

The selection committee will select a chair from among themselves.

1. The selection committee will be responsible to determine if the team staff (Head Coach, Assistant Coaches, Trainer, Equipment Manager and any other staff required) will be selected via a hand-picked selection or an application and interview process.
 - a) The timelines for staff selection will be recommended to the selection committee by the staff resource.
 - b) The Director of Operations position will be filled by the Technical Director unless otherwise stated by the selection committee.
2. If the hand-picked process is used the Technical Director and chair will identify names meeting the eligibility criteria outlined above to bring to the selection committee for approval.
3. If an interview process is used the selection committee and Technical Director will complete the interview and selection process. Only candidates meeting the eligibility criteria listed above will be considered to be selected for an interview. The committee will make a short list of eligible candidates to interview.
4. Once a Head Coach is identified and accepted the role, they will assist the committee in providing feedback on eligible assistant coaches.
5. Once the assistant coaches, trainers, equipment manager and any other required staff are selected and have committed to the role. All other candidates that were interviewed will be informed of their status within the process.
6. Once the full staff is selected it will be provided to the board of directors before being released publicly.
7. The tenure of the staff will be only for the current event year.



HNO Under 16 Player Selection

Eligibility

1. The player must be eligible to play for Team Canada at the international level.

Note Dual Citizen players will be eligible to compete for Team HNO, at the discretion of Hockey Canada and the Ontario Hockey League.

2. The player must be the required birth year to compete in the Gold Cup event.

3. The player must be medically fit to compete in the pre-event training camp and at the Gold Cup.

4. The player must not be under any disciplinary action or investigation of disciplinary action.

5. The player must support our mission, vision, values, by-laws, regulations and policies including codes of conduct.

6. The player must not have any outstanding dues or fees to any member of Hockey Northwestern Ontario.

7. Among the items that will be considered will be the players:

- physical abilities,
- technical skills,
- tactical understanding,
- potential to develop into a high-performance player at the National Level,
- attitude
- work ethic.
- On ice and off ice performance at U15 Camp and identification camp

Process

1. The Technical Director will start to evaluate players that participate in the annual Under 15 Camp, as a first point of identification.

2. The team staff and Technical Director will be responsible for scouting eligible players within the jurisdiction of Hockey Northwestern Ontario during the course of the playing season.

- a) The Technical Director will work with Hockey Canada and the Ontario Hockey League regarding the requirement of any dual citizen players to be included on the roster.
- b) The Technical Director will work with the Executive Director to determine any players whose parents reside within HNO that are playing outside our jurisdiction that would be eligible for the Under 16 Team.

3. The team staff selected by the selection committee will be responsible for selecting the players for the team within the timelines established by the Gold Cup event.



- a) The team staff may use the Ontario Hockey League and any of its individual clubs' regional scouts for information regarding prospective players.
4. The staff will have the option to hand pick a team or hold an identification camp.
- a) An identification camp will not have more than 40 participants and will charge a fee to attend, to cover the camp costs.
 - b) Any players that are still participating with their club team would be excused from participating at the identification camp and would still be eligible to be selected on the team.
 - c) Players that are invited to the identification camp and can not participate due to injury would still be eligible to be selected on the team.
- 5.. The final roster will be reviewed by the Ontario Hockey League as required in the Gold Cup Technical Package.
6. Players named to the team that are unable to participate due to injury or other circumstances will be replaced from the pool of emergency players provided by the event itself.

Officials Selection

Eligibility

1. All candidates must be in good standing with HNO and support our mission, vision, values, by- laws, regulations and policies including the officials code of conduct.
2. The official must be a certified official within HNO for the current season.
3. The official must hold the level required within the Hockey Canada Officiating Program (HCOP) to be considered a referee or linesperson to work the desired camp, championship or event.
4. Among the items that will be considered will be candidates' experience, technical and tactical knowledge, potential to advance within the HCOP and personal attributes.

Process

1. HNOs Director of Officiating will select officials to nominate to participate in the following:
 - a) Hockey Canada's Officiating Program of Excellence
 - i) These selections will be based on the criteria given from Hockey Canada for participation in the program.
 - b) OHL U14 Cup & Cross-Border Challenge
 - i) These selections will be based on the criteria given from the event for participation.
 - c) Ontario Winter Games
2. HNO will cover the cost of any entry fees or travel fees not subsidized by the event itself based on the terms of the fiscal policy.
3. When regional, provincial or national competitions are held within Hockey Northwestern Ontario the Director of Officiating will schedule the officials for these events.



- a) The selections are based on the HCOP Level System and performance along with
- b) Input from supervisors along with league, association Director of officiating.
- c) The selections will be provided to the Chair of the event and the Executive Director one week prior to the event starting.

4. The Director of Officiating would have the first right of refusal to act at the referee-in-chief of the event if required by the event technical package.