

# How to tackle your first year as a Director of Basketball Operations?

## TOP PROFESSIONAL PRIORITIES WHEN FIRST BEING HIRED AS A DOBO

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- Building Relationships
  - Sit down with your head coach and discuss their expectations and learn your role
  - Reach out to the people in your department that you will be working closely with (Business, Academics, Compliance, Facilities, etc.)
  - Get to know your head coach
  - Branch out and get to know as many people as you can
- Be Organized
  - Be one step ahead of the assistant/head coach
  - Manage your time and know what's being asked of you
- Planning and Maintaining Program
  - Coordinate travel
  - Go over budget and understand what it looks like
  - Manage practice players and managers
  - Educate yourself on facility set up
- Communicate frequently with administration
  - Talk to your coaches, interact with players and administration

## IMPORTANT QUESTIONS TO ASK IN THE INTERVIEW

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When you go into an interview, you shouldn't be the only one answering questions. Here are some questions you should ask during the interview:

### ***What are your expectations of me?***

Ask the head coach what their expectations are of you. What will be your involvement with the team and staff? Are there any immediate needs for this position? Ask for specific responsibilities. This can vary from school to school.

Will you be involved in recruiting at all? What's the DOBO's role during practice and during the game?

### ***What are the possibilities of upward movement?***

Do you see this role as a stepping stone to someone who wants to coach? Or do you feel it's best for someone that wants to go into administration? There may be more opportunities for more responsibilities, if that's true, clarify if there is any opportunity and if there are pay increases.

### ***What's the culture of the program?***

Going into a program, you have to be aware of their culture and how they work. If it isn't conducive to what you're accustomed to, that's important to note. Get a feel for the environment before you enter it. Ask about the staff dynamics and how it works with players/administrators.

Other important questions to ask:

- What are the priorities and goals for the programs?
- What are some challenges the person in this position before faced?
- What does a typical season look like? Ask for a schedule.
- Will I be in charge of supervising other staff members?

## **BIGGEST CHALLENGES FACED BEING A FIRST YEAR DOBO**

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### ***Time management***

When going into a new job, it's hard to manage your job and personal life. You want to do a great job but can't dedicate everything to your job. This may take trial and error, but figure out what the work life balance can look like. Realize that you can't do everything. Manage your time as you can.

### ***Learning a new program/environment***

Getting to know the staff, office procedures, etc. can be very difficult and take up a lot of your time. Don't be overwhelmed and make sure to ask questions when you have them. Be attentive and observant of the habits of the program.

### ***Don't get overwhelmed***

A lot may be expected of you. Make sure to slow down and understand that you cannot do everything. Don't be afraid of what you're doing. Get the confidence in yourself to do your job because you can!

## **REFLECTION**

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### ***Looking back, would you do anything differently?***

- Be more confident in decision making
- Stand up for yourself more
- Live in the present – don't compare your old job to this one

### ***What are the key factors to surviving the first year as a DOBO?***

- Have a tough skin - understand you are not there to make decision but facilitate the decision of your head coach.
- Ask a lot of questions
- Do not put off small things – reply to emails, phone calls, etc.
- Realize that you will be the hardest worker in the building for the lowest salary
- Stay three steps ahead of your coaching staff. Take the time to learn what your head coach wants