



## WILLIAMSTOWN JUNIORS FOOTBALL CLUB

### COACH SELECTION POLICY

#### Purpose

To establish the criteria that will be used by the Williamstown Juniors Football Club (the Club) to select Coaching staff.

#### Application

This is a Policy of the Club and applies to all Committee Members, Members, Parents/ Guardians of Members, Volunteers and others associated with the Club.

#### Policy

##### 1. General

- ❑ Prior to the commencement of each season the Committee of the Club will call for applicants for the position of Coach across all age levels, and will advise the process to be followed to apply for a Coaching role.
- ❑ The Executive Committee will review each application and will determine in its absolute discretion which applicants will be invited for interview.
- ❑ Prior to the commencement of training all successful Coaches must:
  - be fully accredited to the appropriate level or be registered to do the appropriate training
  - be willing to seek additional experience and training as regarded necessary by the Executive Committee
  - hold a current Working with Children's Check.
- ❑ All successful Coaches must abide by the AFL Code of Conduct, the Club Constitution and all Policies, Procedures and Guidelines of the Club as amended from time to time.

##### 2. Interview and Selection Criteria

- ❑ The Football Operations Manager will appoint an Interview Committee to conduct the interviews. The Interview Committee must not contain any person who has applied for the role of coach at any level.
- ❑ The Football Operations Manager will establish a list of questions and matters to be covered at each interview, with a focus on the following qualities and behaviors as weighted below:

Quality/ Behaviour	Guidance and Examples	Weight
Leadership and Culture <ul style="list-style-type: none"> <li>❑ Coaching history</li> <li>❑ Leadership history</li> <li>❑ Management of the age group</li> <li>❑ Representative/Face of The Club</li> </ul>	<ul style="list-style-type: none"> <li>❑ Acceptance that the Club philosophy is based on quality teaching and learning where commitment to individual, team and Club success is a given.</li> <li>❑ Ability to establish and enforce team rules and a focus on team commitment.</li> <li>❑ Acceptance of full responsibility for the team's operations including on and off field performance and behaviour of players, officials and</li> </ul>	50%

	<p>parents.</p> <ul style="list-style-type: none"> <li>▣ Acceptance that the coaching group must work and train as a team within their age group, and must work as a whole across age groups, strengthening the Club at all age levels.</li> <li>▣ Acceptance of assistance to ensure the promotion of skills extension.</li> <li>▣ Appropriate engagement of team members.</li> <li>▣ Demonstrated compliance with the AFL Code of Conduct, the Club Constitution and all Policies, Procedures and Guidelines of the Club as amended from time to time.</li> <li>▣ Ability to teach players to enjoy success in a positive and appropriate way, and to respond to failure with integrity and a renewed determination.</li> <li>▣ Ability to instil in the team a strong sense of pride in the Club as well as a team culture of integrity, respect and fairness.</li> </ul>	
<p>Personal Qualities</p> <ul style="list-style-type: none"> <li>▣ Personal style and behaviours</li> </ul>	<ul style="list-style-type: none"> <li>▣ Attendance at all Coaches meetings</li> <li>▣ Participation in Club functions and events</li> <li>▣ Coaches shall be well presented at all times, including training sessions and game days.</li> <li>▣ Coaches need to be excellent role models able to develop good rapport with players and parents and maintain positive leadership and appropriate relationships both at the game and off the field.</li> <li>▣ Ability to demonstrate integrity and respect for players, parents and the wider Club community.</li> </ul>	25%
<p>Communication</p> <ul style="list-style-type: none"> <li>▣ Parents/players/ Club committee/ age group</li> </ul>	<ul style="list-style-type: none"> <li>▣ Ability to engage with players, parents, the Committee and the wider Club community in a positive, appropriate and constructive way</li> </ul>	20%

Technical Skills	<ul style="list-style-type: none"> <li>▣ Prior coaching experience desirable but not mandatory. However, for playing groups above 13 years of age, Coaches must be able to demonstrate well-developed game tactics and game day competence.</li> <li>▣ Coaches must be skilled at teaching the fundamentals of the sport.</li> <li>▣ Coaches must provide an initial 6-week team-training program prior to season commencement for review by the Football Operations Manager</li> <li>▣ Coaches must train players in all facets of football skills to suit the modern game.</li> </ul>	5%
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### 3. Selection

- ▣ In the event that the Interview Committee cannot agree on the successful Coach at any given age level or if there is a tied vote, the Football Operations Manager will cast the deciding vote.
- ▣ The Football Operations Manager will contact each applicant in writing to advise the decision.

### 4. Resignation or Forfeiture of Coaching Position

- ▣ In the event that a Coach resigns or forfeits their position during the season, the position of Coach for that age group will become vacant and the process outlined in clauses 2 and 3 of this Policy must be followed.
- ▣ The Football Operations Manager can appoint an interim Coach until a replacement is selected.

### 5. Support Staff

- ▣ As part of the interview process applicants will be notified that the successful applicant must have their support staff decided upon by a date set by the Football Operations Manager.

### 6. 3 Year Tenure

- ▣ Williamstown Juniors is focused on creating an inclusive environment where kids come to play football for fun and development. The most critical role to enable this environment is the Coach.

In appointing coaches there is a three-step process being 1) Application, 2) Interview and 3) Committee Ratification. All Coaches need to reapply for roles each year and all applicants will be judged on merit and alignment to the club code of conduct and ability to create the desired environment.

In the event a particular coach had been coaching the same group/team through the age groups for three years the committee will have discretion to apply a 3- year rule which effectively excludes this coach for a 12 month period on the basis there is another appropriate candidate to fill this role.

This tenure begins at under 10 with coaching of U9 not counted. The applicant may reapply the following year.

The intention of this rule is to ensure the playing groups hear another voice and experience change. This also allows a new volunteer coach the opportunity to be involved.

**Date of Policy:** Updated 5<sup>h</sup> November 2018

**Policy Owner:** Football Operations Manager

**Policy Sign Off:** Executive Committee