



Waratah Netball Club

Coach Selection Policy



Ver 1.0 - AGM 2020

1. Aim

- 1.1 The aim of this policy is to define the recruitment and selection process for coaches for Waratah Netball Club.

2. Junior Team Coaches

- 2.1 Junior coaches are recruited from the team's parents as first option.
- 2.2 Parents are encouraged to nominate at Registration or by contacting the Coaching Convenor directly.
- 2.3 Where parents are known to have netball skills of a suitable standard, the Coaching Convenor may directly approach and encourage the parent to volunteer.
- 2.4 Where a parent is unable to be sourced for a team, then a senior player should be recruited by the Coaching Convenor to coach.
- 2.5 Due to the learning needs of junior players, all junior teams should have both a coach and an assistant coach. Where a senior player is the coach, the assistant coach should be a parent.
- 2.6 All Junior Coaches require a minimum of Foundation Level Accreditation.
- 2.7 Ideally, any new coach to the club should spend a season as an assistant coach before being allocated a team. If an accredited coach (Development Level or above) joins the Club this proviso may be waived.
- 2.8 Where an interim period as an assistant coach is not possible, a mentor needs to be assigned to the new coach as a priority.

3. Senior Team Coaches

- 3.1 A pool of Senior team coaches should be established by the Coaching Convenor. Senior coaches have usually developed through the Junior Coach ranks and therefore should have significant experience. Senior coaches should have at least Development Level accreditation and be participating in ongoing coach development programs.
- 3.2 Returning Senior coaches should nominate for their preferred team. Nominations may occur informally as part of the post-season review or formally in writing, whichever process the Coaching Convenor deems is most appropriate at the time. The Coaching Convenor will confirm nominations prior to Team Selection Day.

- 3.3 New coaches are always welcomed at the Club. Anyone interested in coaching at Senior level should contact the Coaching Convenor.
- 3.4 Team-Coach alignment will be confirmed by the Coaching Convenor after team selection processes are completed.
- 3.5 For both coach and player development, it is recommended that coaches be rotated to expose players to different coaching styles.

4. Coach Selection

- 4.1 Where two or more coaches express an interest in coaching the same team, the Coaching Convenor should liaise with the Club President to establish a selection panel.
 - 4.2 The Selection Panel should consist of a minimum of three impartial people and include a player, coach, and committee member (most likely the President).
 - 4.3 The coaches concerned should apply in writing, outlining their reasons for wanting to coach the relevant team.
 - 4.4 The Selection Panel should review the applications and decide which candidate is most suitable. Follow-up interviews with the coaches may be required.
 - 4.5 Once the panel makes the decision, the Coaching Convenor will inform the candidates of the outcome. (Where the Coaching Convenor is one of the candidates, the President will make the announcement)
5. **With Effect Date.** This policy is in effect AGM 2020.