



## COACH SELECTION POLICY 1.2

### Purpose:

The DCWFC has developed this policy to inform players, parents and prospective coaches about the Club's arrangements for recruiting, selecting and appointing coaches.

### Policy Statement:

This policy aims to provide clear information about the coach selection process and the Club's expectations and requirements.

The DCWFC will not engage a husband and wife team in a single team coaching group. This is to ensure that no person on the coaching group could be placed in a position of a conflict of loyalty between the best interest of the team and their relationship. This also applies to other husband & wife type relationships e.g. couples living together, gay relationships etc.

### Implementation:

All DCWFC coaching positions are declared vacant at the end of each season. An advertisement for expressions of interest (EOI) will be placed on the club's website and distributed via email to the club's player/parent/coach/member database at the end of each season.

The DCWFC Executive Committee has the discretion to seek additional candidates by other means, including advertising in local papers.

A coach selection sub-committee will be appointed to interview all candidates and make recommendations to the DCWFC Executive committee. All applicants will be required to submit a completed **DCWFC Coach Application Form** and include their Coaching resume. A Coach and / or Assistant Coach applicants will be subject to an interview regardless of whether they are the only applicant. The Football Operations Manager may recommend a Coach and / or Assistant Coach without going through the process of an interview if they are the only applicant and their Club history is acceptable.

It is expected that all coaches appoint an assistant coach who will be subject to the same interview process. Wherever possible, the coach and assistant coach will be interviewed at the same time. Where a coach doesn't appoint an assistant, the club will assist to make this appointment.

As part of this process, it is a requirement that all prospective coaches and assistant coaches sign the **DCWFC Coaches Code of Conduct** and commit to follow the club's policies, procedures and philosophies.

### Timing:

- If circumstances prevail, appointments for teams will be made by the end of October each year
- All coaching positions will be appointed at the discretion of the **DCWFC** Executive committee
- All appointments will be confirmed in writing



**Tenure:**

- Coaches will typically be appointed for no more than two consecutive years with any particular team to ensure players are exposed to a wide variety of instruction
- For an applicant to be eligible for a third consecutive year coaching the same group of players, the DCWFC Executive committee will consider the following:
  - The applicant has not been placed with another team
  - A suitable replacement candidate has not applied
  - Considerable effort has been made to find a suitable applicant without any success
- Coaching tenure will be reset where an applicant does not coach for a season or is appointed to coach a different group of players

**Accreditation:**

- The Northern Football Netball League (NFNL) requires all coaches to attain minimum Level 1 Football coaching accreditation. The DCWFC will sponsor all coaches to attend training to attain these qualifications
- Where it is considered appropriate, the DCWFC will also encourage any coach to obtain his/her Level 2 accreditation
- Consistent with state legislation and NFNL policy, all coaches, trainers and team officials are required to obtain a valid Working with Children Check

**Definitions:**

- End of each season is the end of the home and away rounds if a Team does not make finals. If a Team makes finals, then the end of their season is the last competing round.

**Timeline Example:**

Eg 1: U14's do not make finals and their last game is 31<sup>st</sup> July.

An advertisement can be placed on 1<sup>st</sup> August with applications closing on the 21<sup>st</sup> August.

Interviews take place between 22<sup>nd</sup> August and 6<sup>th</sup> September.

Eg 2: U18's make the Grand Final and it is played on 31<sup>st</sup> August.

An advertisement can be placed on 1<sup>st</sup> September with applications closing on the 21<sup>st</sup> September.

Interviews take place between 22<sup>nd</sup> September and 6<sup>th</sup> October.

**Seniors Coaches:**

Tenure 1 or 2 years

Executive committee can extend from 1 to 2 years at any time.

Executive committee can extend the 2 year tenure beyond without advertising the position and interviewing at the end of the home & away season.