

Kalamunda & Districts Junior Football Club



COACH SELECTION POLICY

Purpose

To establish the criteria that will be used by the Kalamunda & Districts Junior Football Club (the Club) to appoint and 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 Football Manager will review each application along with the relevant coaching coordinator and determine the appropriate applications to put forward to the Executive Committee for ratification.

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 WAFC Code of Conduct, the Club Rules and all Policies, Procedures and Guidelines of the Club as amended from time to time.

2. Interview and Selection Criteria

If there is more than one applicant for any coaching role the Football Manager will appoint an Interview Committee to conduct interviews with the applicants. The Interview Committee will number 3 (three people) and include the Football Manager, relevant Coaching Coordinator and a third person however must not contain any person who has applied for the role of coach at any level.

All applicants will be judged on merit and alignment to the club code of conduct and ability to create the desired environment.

The Interview Committee will establish a list of questions and matters to be covered at each interview, with a focus on the following qualities and behaviours as weighted below:

Quality/ Behaviour	Guidance and Examples	Weight
Leadership and Culture <ul style="list-style-type: none">• Coaching history• Leadership history• Management of the age group• Representative/Face of The Club	<ul style="list-style-type: none">▪ Acceptance that the Club philosophy is based on quality teaching and learning where commitment to individual, team and Club success is a given.▪ Ability to establish and enforce team rules and focus on team commitment.▪ Acceptance of full responsibility for the team's operations including on and off field performance and behaviour of players, officials, and parents.▪ Acceptance that the coaching group must work and train as a team within their age group, and must work across age groups, strengthening the Club at all age levels.▪ Acceptance of assistance to ensure the promotion of skills extension.▪ Appropriate engagement of team members.▪ Demonstrated compliance with the WAFC Code of Conduct, the Club Constitution and all Policies,	50%

	<p>Procedures and Guidelines of the Club as amended from time to time.</p> <ul style="list-style-type: none"> ▪ Ability to teach players to enjoy success in a positive and appropriate way, and to respond to failure with integrity and a renewed determination. ▪ 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 	
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Personal style and behaviours 	<ul style="list-style-type: none"> ▪ Attendance at all Coaches meetings ▪ Participation in Club functions and events ▪ Coaches shall be well presented at all times, including training sessions and game days. ▪ 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. ▪ Ability to demonstrate integrity and respect for players, parents and the wider Club community. 	25%
<p>Communication</p> <ul style="list-style-type: none"> • Parents/players/ Club committee/ age group 	<ul style="list-style-type: none"> ▪ Ability to engage with players, parents, the Committee, and the wider Club community in a positive, appropriate and constructive way 	20%
<p>Technical Skills</p>	<ul style="list-style-type: none"> ▪ 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. 	5%

	<ul style="list-style-type: none"> ▪ Coaches must be skilled at teaching the fundamentals of the sport. ▪ Coaches must provide an initial 6-week team-training program prior to season commencement for review by the Football Operations Manager ▪ Coaches must train players in all facets of football skills 	
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3. Selection

A simple majority of the Interview Committee will decide the successful applicant.

The relevant Football Manager will contact each applicant in writing to advise the decision.

4. Resignation or Forfeiture of Coaching Position

In the event 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.

Relevant Coaching Coordinator can appoint an interim coach until a replacement is selected.

5. Multiple Roles

The Club 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. To ensure 100% to focus to the team no person may be head coach for more than 1 Team each season.

Date of Policy: January 2024

Policy Owner: Football Manager

Signoff: Committee

Version Control

Version	Date	Comments
1.0	May 2022	Created Draft Policy
1.1	January 2024	Updated wording to Football Manager position and clarification on Interview and selection criteria, Initial reviews of applicants.