



Waratah Netball Club

Coach Selection Policy



Ver 2.0 – 01 September 2024

1. **Aim**

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

2. **Coaches of Junior Teams**

- 2.1 Parents of junior teams will be encouraged to coach those teams. This will help to build a pool of future coaches. Parents of new teams (generally in the 6 and 7 year age group) should have an expectation that they may need to provide a coach for that team.
- 2.2 Parents who are interested in coaching should nominate at registration or by contacting the Coaching Convenor. Where parents are known to have suitable skills, the Coaching Convenor may approach and encourage those parents to volunteer.
- 2.3 Where a parent is unable to be sourced for a team, then a senior player should be recruited by the Coaching Convenor to coach. The use of a current Club coach may be considered, but as this may reduce the Club's ability to generate a pool of coaches, it should be only used as a last resort.
- 2.4 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 could be a parent. In any case, a parent or parents should be part of the team support, either as a coach, assistant coach, or manager.
- 2.5 All coaches of junior teams require a minimum of Foundation Level Accreditation.
- 2.6 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.
- 2.7 Where an interim period as an assistant coach is not possible, a mentor should be assigned to the new coach.

3. **Coaches of Senior Teams**

- 3.1 The Coaching Convenor should establish a pool of coaches for senior teams. 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 coaches of senior teams may nominate for their preferred team. Nominations could 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 The coaches for senior teams will be confirmed by the Coaching Convenor after team selection processes are completed.
- 3.4 For both coach and player development, it is recommended that coaches be rotated to expose players to different coaching styles.

4. **Coach Selection Panel**

- 4.1 New coaches are always welcomed at the Club. Anyone interested in coaching at any level should contact the Coaching Convenor.
 - 4.2 For all coaching positions, the Coaching Convenor may wish to establish a Selection Panel. The Selection Panel should consist of at least three independent people and include a player, a coach, and a non-coaching committee member. The non-coaching committee member should chair the meeting.
 - 4.3 If a Selection Panel is convened, all coaches should apply in writing, outlining their reasons for wanting to coach the relevant team.
 - 4.4 The Selection Panel will review the applications and decide which candidate is most suitable. Follow-up interviews with the coaches may be considered.
 - 4.5 The Chair of the Selection Panel is to ensure that the candidates are informed of the outcomes of the Selection Panel. This may be through the Coaching Convenor as per para 3.2
5. **With Effect Date.** This policy is in 01 November 2024