



# Coach Selection Policy

## Purpose

The Hammond Park Football Club (HPFC) has developed this policy to inform players, parents and prospective coaches about the Club's arrangements for recruiting, selecting and appointing coaches. This policy aims to provide clear information about the coach selection process and the Club's expectations and requirements.

## Implementation

All HPFC 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 database at the end of each season.

Senior/ Youth level coaching (Y7's & above) will use the below process.

A Coach Selection Subcommittee will be appointed to interview applicants and make recommendations to the Executive Committee. All applicants will be required to submit an EOI in writing utilizing the HPFC Coach Application Form found on the club webpage.

*Please Note: Applicants may be subject to an interview regardless of whether or not they are the only applicant.*

The applying coach is suggested to include qualifications, references and any further presentation during the interview. Their presentation and responses to questions from the Coach Selection Subcommittee will be used to evaluate each application.

It is expected that all coaches appoint an assistant coach who may be subject to the same interview process.

Wherever possible, the coach and assistant coach will be interviewed at the same time.

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

Junior level coaching (Y6's & below) will only use the above process if there are multiple applicants for the same role.

Once the interview process has completed the Coaching Selection Subcommittee will discuss the applicants until they are all in agreeance and only then will they submit their recommendation to the Executive Committee who best fits the coaching role and club values.

If the Coaching Selection Subcommittee cannot come to an agreement then the Executive Committee members will be introduced to complete an anonymous vote to decide the successful applicant.

This vote will be conducted by all 3 Coaching Selection Subcommittee members and all Executive Committee members.

The Executive Committee will approve the recommendation and contact all applicants to advise if they have been successful or not.

# Coaching Selection Subcommittee

Coaching Coordinator

Youth/ Senior Coordinator

Junior Coordinator

\*Female Coordinator - To be available for comment for Female Teams Coaching positions.\*

If any conflicts of interest are apparent with the Coaching Selection Subcommittee and coaching positions,

For e.g.

Close long term friend

Family member

Coaching Selection Subcommittee member

Executive Committee member

An affiliation with the applicant's team

A contender for the coaching role

Then this person will be replaced by an Executive Committee member to fill this interview.

If further conflicts of interest are apparent then the club may invite an outside source to complete the interview.

## Intent

Coaches and Assistant Coaches are encouraged to adopt a club mentality rather than an individual team mentality. This will encourage long-term friendships that extend beyond school groups and minimises the impact when players move between teams or teams merge during their football career.

This starts with Coaches working together to ensure a strong club culture remains at HPFC.

To foster this outcome, the Club encourages teams in the same year group to train together during pre-season and beyond as a squad to:

- Build a strong Club culture
- Encourage strong friendships between a larger group of players, parents, and guardians to make any reallocation of players or team mergers less daunting for players and their families
- Achieve more effective training sessions through larger player numbers
- Keep players engaged during training by implementing a hub training model
- Expose players to a variety of coaches and coaching styles
- Share resources, e.g. oval space, coaches, equipment, etc.

### PLEASE NOTE:

Where multiple teams are in the same year group our aim as a club will be to ensure these teams are in different grades.

To complete this all Coaches need to be open minded for a best fit for all players to ensure they are in a competitive team.

***Group Training is not intended to endure the entire season.***

Individual team training should commence 5 weeks out from the start of competition.

Once the competition commences it is only a recommendation that teams in the same year complete one group training session per month to ensure the club endures a strong culture amongst players and coaches.

This training session is suggested to be used for strengthening structures and game styles, friendships and not straight out scratch matches which can lead to the Us Vs Them attitude.