



## **Fitzroy Junior Football Club - Coaching Selection Policy**

- All FJFC coaching positions are declared vacant at the cessation of each season.
- All coaching positions will be appointed at the discretion of the FJFC management committee.
- An advertisement for Expressions of Interest (EOI) will be placed on the club's website and distributed broadly via email to the club's player/parent/coach contact list at the end of each season.
- The management committee will have the discretion to seek additional candidates by whatever means they see fit including wider advertising in local papers, following up other recommendations etc.
- A coaching selection sub-committee will be appointed by the management committee to interview all candidates and make recommendations to the management committee for ratification.
- All applicants will be required to submit a written FJFC Coaching Application, available on-line or by contacting the club secretary.
- All applicants will be subject to an interview regardless of whether they are the only applicant. As part of this process, it is a requirement that all applicants sign the FJFC Coaches Code of Conduct and commit to follow the club's policies, procedures and philosophies. The FJFC Coaches Code of Conduct can be accessed on the FJFC website.
- It is expected that all coaches appoint an assistant coach(s) who will be subject to the same interview process. Wherever possible, the coach and assistant coach(s) will be interviewed at the same time. Where a coach doesn't appoint an assistant, the club will make this appointment.
- The coaching application, presentation during the interview and response to questions from the coaching selection sub-committee will be used as the basis for evaluation of coaching applicants.
- Coaches will typically be appointed for no more than 2 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 3<sup>rd</sup> consecutive year coaching the same group of players, the FJFC Management 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.
- All appointments will be confirmed in writing.

- In normal circumstances appointments for Levels U14, U15 and Colts will be made by the end of October of the preceding year; appointments for other levels will be made as early as practicable in the new year. It is expected that all appointments (other than possibly U10) will be finalised prior to Registration day.
- The Yarra Junior Football League (YJFL) requires all coaches to attain minimum Level 1 Football coaching accreditation.
- FJFC will sponsor all coaches to attend training to attain these qualifications.
- FJFC will also encourage any coach to obtain their Level 2 accreditation where it is deemed appropriate.
- Consistent with state legislation and YJFL policy all coaches, trainers and team officials are required to obtain a Working with Children check.

FJFC Policy – updated November 2012