

## **COACH RECRUITMENT & SELECTION PROCESS**



The Aberfeldie Junior Football Section is committed to a fair, consistent and professional recruitment and selection process for the appointment of its coaches. Our objective is to appoint suitably motivated & competent volunteers and support them to be quality coaches.

### **1. RECRUITMENT**

1. An advertisement for Expressions of Interest for Season 2018 will be placed on the Aberfeldie Sports Club website on the 7<sup>th</sup> of September. Applications should be submitted by the 2nd of October.
2. The number of coaches required will depend ultimately on the number of registrations for each age group. Aberfeldie is expecting to field 4 teams in Under 11, 13 & 15 and 3 teams in the under 17s boys age group. For the Under 9 division it is expected that we will field 4 teams. Youth Girls we will be fielding teams in, U12, U15 & U18 or additional age groups if applicable.

### **2. SELECTION PANEL**

1. Applicants will be processed by the Junior Football Coach Selection Panel. This panel consists of one Junior Committee member & at least two other suitably qualified Aberfeldie Sports Club members as appointed by the Junior Committee.
2. The Selection Panel make recommendations to the Junior Committee for ratification.

### **3. APPLICATION PROCESS**

1. **2017 Coaches wishing to re-apply** - Applications must be made on the official 'RETURNING COACH Application Form' obtainable from and forwarded to the Secretary, Aberfeldie Junior Football at [juniorfootball@abers.com.au](mailto:juniorfootball@abers.com.au)
2. **New Applicants** - All other prospective coaches must apply on the official 'NEW COACH Application Form' which can be downloaded from the website and forwarded to the Secretary, Aberfeldie Junior Football at [juniorfootball@abers.com.au](mailto:juniorfootball@abers.com.au)

### **4. INTERVIEW PROCESS**

1. All applicants will be screened by the panel. Either face-to-face or phone discussions may be held with coaches who are re-applying. It is expected that interviews will take place in early October.

### **5. SELECTION CRITERIA**

1. It is not necessary for applicants to have coaching qualifications, but if successful, it will be a requirement to attain a Level 1 Coaching Accreditation. Aberfeldie Junior Football will pay for the cost of the course for those successful applicants requiring accreditation.
2. All applicants must hold a current Working with Children Check Card or undertake to apply for and hold this card, where possible prior to the commencement of pre-season training, or as soon as possible thereafter.
3. An applicant does not have to have a child of their own either playing at the club or in the team/age group they are applying to coach.
4. Consideration will be given to the applicant's knowledge, experience and communication skills in relation to the age group they are applying to coach and for football coaching generally.
5. As a general guide, the panel & committee will take into consideration the number of consecutive years that an applicant may have already coached their own child or a particular group of players. Ideally, it is preferred that this is no more than 3 consecutive seasons.

### **6. APPOINTMENT**

1. Successful candidates for each coaching position will be notified via phone & email. Applicants will be expected to respond in writing via email.
2. Unsuccessful candidates will be notified via phone & email once the successful candidate has accepted the offer and terms of appointment.
3. It is envisaged that appointments will be made by the end of November.

### **7. TENURE & TERMS OF APPOINTMENT**

1. Coaches are appointed for one (1) season tenure from the date of appointment and terminate on the completion of the Aberfeldie Junior Football Section Presentation Day.
2. It is a requirement that all applicants sign an agreement which commits them to follow the Aberfeldie Sports Club & Junior Football Section policies, procedures and coaching philosophies. Specifically, coaches will be asked to sign their agreement to upholding the Coaches Code of Conduct and will be required to attend coaches meetings, Team Gatherings and relevant Junior Home Game Luncheons.

**\*Aberfeldie Junior Football Section reserves the right to re-advertise or directly search for coaches if suitable applicants are not found through the above process.**