



QUEENSLAND WEIGHTLIFTING ASSOCIATION TEAM STAFF APPOINTMENT POLICY

The specific needs of QWA teams and individual weightlifters are the primary concerns when appointing staff positions within Queensland teams contesting AWF National Championships.

Once the AWF calendar has been set, QWA individual members will be invited to submit an EOI for a staff appointment at any of the AWF Championships listed below:

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| AWF Jnr & U23 Championships | Townsville | 21-23 April 2023 |
| AWF Masters Championships | Sydney | 15-18 June 2023 |
| AWF Senior Championships | Melbourne | 4-6 August 2023 |
| AWF Youth & U.15 Championships | Perth | 3-5 November 2023 |

The QWA Management Committee (MC) has the sole decision-making authority over the selection of the following team personnel – Team Leader, Head Coach and Staff Coaches.

The MC may, at its discretion, appoint a team staff Selection Committee to advise the MC on staff selections for the respective event.

The MC shall determine the level of funding to be provided to staff members based on its annual budget allocation toward QWA team representation at AWF National Championships.

Any appeal against non-selection can be made to the QWA Operations Manager within 72 hours of Selection Notification only on the sole grounds that the MC did not properly follow or implement the selection criteria.

The appeal must be in the form of a written submission to the QWA Operation Manager in which the appellant provides specific details of the MC failure to adhere to the selection process.

QWA Selection Criteria

1. Purpose

The purpose of the Selection Criteria is to identify the QWA member personnel who possess the qualities deemed by the MC to be essential when supporting QWA member athletes contesting AWF national events.

2. QWA Team Staff

In so far as is possible, the QWA Team Staff will consist of one Team Leader, one Head Coach and a determined number of Staff Coaches. The number of coaches selected will remain the final decision of the MC after taking into account projected team sizes and budget allocations.

3. Personal Coaches

The QWA MC acknowledge that the Personal Coach (PC) is responsible for the day-to-day physical and mental preparation of his/her athlete in the lead up to his/her athlete's engagement in an AWF National Championship when representing the QWA. PCs who are QWA members, have a minimum of AWF Level 1 coach accreditation, possess a minimum Club Technical Official status, are invited to submit an EOI to act as a PC under the authority of the appointed Head Coach at future AWF National Championships. The PC, at all time prior to, during and post event will need to adhere to QWA policies and AWF rules and regulations. The PC will need to cover all costs associated with meals, travel and accommodation. The QWA will provide the PC with a QWA Polo Shirt that must be worn during the event. The PC will be invited to take part in the team photo.

4. Selection Criteria

The Selection Criteria is in regard to three staff roles, Team Leader, Team Head Coach and Team Staff Coaches.

3.1 Team Leader

- Must be a current QWA member;
- Must have knowledge of relevant AWF policies;
- Must have an up-to-date Blue Card linked with QWA;
- Must have been an active club member during past two-years;
- Describe the knowledge you have regarding the organisation and delivery of AWF National Championships;
- Demonstrate your ability to work in a team and collaborative environment;
- Provide examples of your time management skills and ability to meet deadlines;
- Current Weightlifting qualifications in coaching and technical officiating;
- What skills do you have that are relevant to managing a QWA rep team?;
- What is your level of management experience inside and outside of weightlifting?;
- What personal qualities do you possess that would make you a good fit for this position? Ability to liaise and build relationships with QWA Operations Manager, club coaches, fellow team staff and representative athletes;
- Manage behaviour of fellow staff members and athletes and ensure all QWA rules are always adhered to and immediately report any rule breaches to QWA Operations Manager to gain advice on any action, if any, that needs to be implemented.

3.2 Head Coach

- Must be a current QWA member;
- Must be an active club coach during past four-years;
- Must have knowledge of relevant AWF policies;
- Must have a minimum of AWF Level 2 Coach Accreditation;
- Must have an up-to-date Blue Card linked with QWA;
- Must have a minimum of State Technical Officiating licence;
- Must act in a manner reflecting QWA core values;
- Must have previous experience coaching athletes at AWF National Championships;
- Demonstrated ability to perform well under pressure in support of QWA teams contesting AWF national Championships;
- Demonstrated willingness to take part in all pre-competition team training camps and team meetings;
- Demonstrated leadership skills which align with team staff and athlete needs, responsibilities and goals;
- Knowledge and skills applied to planning, organising and communicating with QWA Operations Manager and all team members prior to, during and post respective AWF National Championships;
- Commitment to organising the coaching of all QWA team athletes during the competition along with other staff members and personal coaches in attendance where permitted;
- Ability to liaise and build relationships with QWA Operations Manager, club coaches, fellow team staff, representative athletes and personal coaches;
- Monitor behaviour of fellow staff members, rep athletes and personal coaches while ensuring all QWA rules are always adhered to and report any rule breaches immediately to Team Leader.

3.3 Staff Coaches

- Must be a current QWA member;
- Must be an active club coach during past two-years;
- Must have knowledge of relevant AWF policies;
- Must have a minimum of AWF Level 1 Coach Accreditation;
- Must have an up-to-date Blue Card linked with QWA;
- Must have a minimum of State Technical Officiating licence;
- Must act in a manner reflecting QWA core values;
- Ability to work within a supportive team environment;
- Monitor the behaviour of team athletes and report any rule breaches immediately to Team Leader.

3.4 Assistant Coaches

- Must be a current QWA member;
- Must have knowledge of relevant AWF policies;
- Must have a minimum of AWF Level 1 Coach Accreditation;
- Must have an up-to-date Blue Card linked with QWA;
- Must have a minimum of Club Technical Officiating licence;
- Must act in a manner reflecting QWA core values;
- Ability to work within a supportive team environment.

4. QWA Team Staff Entitlements and Responsibilities

- 7.1 Must have a current QWA membership;
- 7.2 Must have a current Blue Card linked with the QWA
- 7.3 Must have a baseline knowledge of the AWF Member Protection Policy
- 7.5 Appointed Staff will have their FULL airfare, accommodation and provision of \$100 towards ground transport provided for a maximum of two Staff Appointments at AWF National Championship in any ONE calendar year. Individuals may apply for a staff role in more than two AWF national event within the calendar year, however, the QWA will not provide any subsidy for transport and accommodation costs which must be met in full by the individual.
- 7.6 New team staff appointees will be supplied with polo shirt and t-shirt – numbers determined by days of competition; jacket supplied if temperature at competition destination dictates this as a necessity
- 7.8 Coaches will need to supply their own tracksuit pants/sport or dress shorts to wear with their uniform shirts.
- 7.9 All Staff members are responsible for their own food and beverage expenses.

Document Control

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