



## 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.

12 weeks out from each individual National Championships the QWA will call for Team Staff positions for the Queensland team, closing 10 weeks out from the event. 8 weeks out from the event the QWA MC will announce the full contingent of appointed officials.

The QWA Management Committee (MC) has the sole decision-making authority over the selection of the following team personnel – Team Leader, Head coach, Staff coaches, and Personal 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 considering projected team sizes, budget allocations, and estimated Personal Coach interest in attending. Gender equity will be a component of the decision-making process.

### 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 current QWA members, have a minimum of a current AWF Level 1 coach accreditation, possess a minimum Club Technical Official status, have coached athletes at a minimum of two (2) State Championship events are invited to submit an EOI to act as a PC under the authority of the appointed Head Coach at 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 travel, accommodation, and meals.

### 4. Selection Criteria

The Selection Criteria relates to the staff roles, Team Leader, Team Head Coach and Team Staff Coaches.

#### 4.1a Team Leader/Team Head Coach/Team staff Coach.

- Applications must be lodged on the prescribed form before the closing date;
- Current Weightlifting qualifications in coaching and technical officiating;
- Must be a current QWA member;
- Must have an up-to-date Blue Card linked with QWA;
- Must act in a manner reflecting QWA core values;
- Must have knowledge of relevant AWF/QWA policies;

4.1b Applications of EOI for Team Leader/ Team Head Coach/ Team Staff coach must address the following:

- Have been an active member during the past two-years;
- Have a minimum of one qualified athlete competing at the event
- Describe/demonstrate your ability to work in a team and collaborative environment;
- Describe your level of management experience inside and outside of weightlifting;
- Describe the personal qualities that you possess that would make you a good fit for this position, including ability to liaise and build relationships with QWA Operations Manager or delegated mentor, club coaches, fellow team staff and representative athletes;
- Must not have had an Anti-doping violation ban/restriction
- Not be appointed to more than 2 National Championship Staff teams in any calendar

year

#### 4.2 Head Coach

- Must be an active club coach during past four-years;
- Must have a minimum of a current AWF Level 2 Coach Accreditation;
- Must have a minimum of State Technical Officiating licence;
- 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;
- Manage breaches of Code of Conduct of fellow staff members and athletes and ensure all QWA rules are always adhered to. Ensuring documentation of any incidents and their management are lodged with the QWA MC within one week of the event.

#### 4.3 Staff Coaches

- Must be a current QWA member;
- 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 qualification.

#### 4.4 Personal Coaches

- Work under the direct supervision of the Head Coach or delegated Staff coach;
- Commit to using the experience to gain valuable National Coaching experience by assisting the team coaches in sessions other than the one their own athlete is competing in;
- Cover all their own transport & accommodation expenses;
- The QWA will provide the PC with a QWA Polo Shirt that must be worn whilst in the field of play area during the event;
- The PC will be invited to take part in the team photo.

### **5. QWA Team Staff Entitlements**

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.

5.1 Budget permitting Appointed Staff will have their FULL airfare and accommodation 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. These are the responsibility of the individual Personal Coach.

5.2 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

5.3 Coaches will need to supply their own tracksuit pants/sport or dress shorts to wear with their uniform shirts.

5.4 All appointed Team Staff members are responsible for their own ground transport, food, and beverage expenses.

## Document Control

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