



# QUEENSLAND WEIGHTLIFTING ASSOCIATION

## MASTERS TEAM COACH SELECTION POLICY

The specific needs of the weightlifting team and individual weightlifters are the primary concerns when selecting coaching staff.

Applications for coaching positions within Queensland Masters Teams will be called from current active Queensland weightlifting coaches who have a current AWF Coaching qualification. All submitted applications will be reviewed and assessed according to the QWA Masters Team Coach Selection Criteria by the Selection Committee, which is a standing committee appointed by the Management Committee of the QWA.

In relation to the QWA Masters Team Coach Selection Criteria, applicants must provide the name of the Masters' weightlifter/s of whom they are the "active coach". An active coach is defined as the coach responsible for preparing and supervising the training and competition programs for the named weightlifter/s. Where two or more coaches share coaching duties relative to any one athlete, the athlete will identify their "primary" coach and only the primary coach will be credited as the active coach of that athlete in regard to the Coach selection.

Where a Coach is also a Masters' competitor, he or she will not be recognised as the Coach of himself or herself as a competitor in any of the competitions specified in the criteria.

The Coach or Coaches appointed by the QWA Management Committee pursuant to this policy may, at their discretion, permit additional qualified Coaches to attend to QWA Masters Team athletes at the event. Any and all additional Coaches must work cooperatively with the appointed Team Head Coach; and be directed by him/her in the coaching of QWA Masters Team athletes.

### **Appeals**

Any coach may appeal their non-selection on the basis that, in the specific case, their claim for selection is more meritorious, according to the selection criteria, than that of a coach who is selected.

All appeals must be made in writing and lodged with the QWA Operations Manager within three (3) days of the announcement of the selections.

The appeal must be in the form of a written submission to the QWA Management Committee in which the appellant provides details in support of their claim for selection in accordance with the selection criteria.

Upon receipt of an appeal, the QWA Selection Committee will be required to provide a written submission to the QWA Management Committee in support of its decision.

Within seven (7) days of receipt of an appeal, the QWA Management Committee will convene to consider the submissions of the appellant and of the QWA Selection Committee and decide the appeal.

In the eventuality that the appeal is unsuccessful, the QWA Management Committee will ratify the decision of the Selection Committee by appointing the nominated coach.

In the eventuality of the QWA Management Committee upholding the appeal, the appellant will be deemed to be selected and the QWA Selection Committee will be instructed to nominate which of the previously selected coaches is to be replaced by the successful appellant.

Any coach who is replaced due to a successful appeal may lodge their own appeal of this decision. Any such appeal must be made on the grounds that their claim for selection is more meritorious, according to the selection criteria, than that of the successful appellant, and lodged in accordance with this policy.

## **Purpose**

The purpose of the QWA Masters Team Coach Selection Criteria is to identify the QWA coaches who possess the qualities deemed by the QWA as those which are essential to QWA Masters Team Coaches and who are the most qualified according to the Selection Criteria to fulfil the coaching positions provided within QWA Masters Teams.

## **Masters Team coaching Staff**

In so far as is possible, the QWA Masters Team Coaching Staff will consist of one Head Coach with the additional appointment of Assistant Coaches / Manager according to team size. It is recognised that the QWA Masters Team Coaching Staff may be competitors in the event for which they are appointed. To be eligible for the role Coaches that are also competing are able to have the day of their competition free from coaching duties but must be available for all other days of the competition.

Number of coaches selected will remain the final decision of the QWA Management Committee after taking into account team numbers and any budget constraints.

In the event that larger teams would benefit from the recruitment of additional coaches to the positions outlined above there be provision for opportunities for emerging coaches who have registered an interest in taking on a coaching role, that have a minimum of one athlete qualified to enter the National event, to part fund their own attendance at the event for the purpose of gaining experience. These coaches must be available to work with the team for the entire period of the competition. To be eligible for the role Coaches that are also competing are able to have the day of their competition free from coaching duties but must be available for all other days of the competition.

## **Mandatory Qualifications**

QWA Masters Team Coaches must possess, at a minimum, the following qualifications

### **1.1. QWA Masters Team Head Coaches:**

- 1.1.1. Current AWF Club Weightlifting / Sports Power Coach Level 1 Licence
- 1.1.2. Current Senior First Aid certification
- 1.1.3. Have completed formal referee training within the past 2 years, and have a minimum of a Club level referee qualification

### **1.2. QWA Masters Team Assistant Coaches / Manager:**

- 1.2.1. Current AWF Club Weightlifting / Sports Power Coach Level 1 Licence
- 1.2.2. Have completed formal referee training within the past 2 years

## **Selection Criteria**

The Selection Criteria is categorised in two sections – Qualification and Activity. The weighting of criteria in these categories is relative to the particular coaching position within the Team.

## AWF Accreditation

By valuing each successive level of AWF accreditation, the QWA affirms its support of the AWF CEP as a standard of quality assurance and recognises the increasing number of competencies attained at each level of accreditation.

### Value:

Club Licence / Level 1:	3 points
State licence / Level 2:	8 points
National Licence:	13 points

### 1.3.2. Previous Team Coaching Appointments.

Previous experience as an appointed coach at national and international events indicates a coach's knowledge and competence to perform the duties of a Team Coach in national events.

### Value:

Appointment to the position of **Head Coach to Masters' Teams** by the QWA and/or AWF in the current calendar year and the previous 3 years:

5 points for each appointment.

Appointment to the position of **Assistant Coach / Manager to Masters' Teams** by the QWA and/or AWF in the current calendar year and the previous 3 years:

3 points for each appointment

Appointment to the position of Head Coach to Teams other than Masters' Teams by the QWA and/or AWF in the current calendar year and the previous 3 years:

3 points for each appointment

Appointment to other Coach positions to Teams other than Masters' Teams by the QWA and/or AWF in the current calendar year and the previous 3 years:

1 point for each appointment

## 1.3. Activity related criteria

### 1.3.1. Athletes coached at QWA Masters events

Experience in coaching Masters' athletes in State events indicates a coach's ability to understand and meet the needs of Masters' athletes in competition.

### Value:

3 points for each Masters' athlete (excluding the applicant) coached at QWA Masters events held within the six-month period prior to the closing date of entries for the relevant National Masters event.

## Selection criteria weighting

### 1. Head Coach

70% Qualification 30% Activity

The Head Coach should be the most experienced in the area of coaching Masters' athletes at events.

Where two or more coaches attain an equal weighted point score in regard to the selection for the position of Head Coach, the assessment of "Activity points" will take precedence.

Where two or more coaches attain an equal weighted point score and an equal Activity point score in regard to the selection for the position of Head Coach, the Coach with the least recent QWA Team

Coach appointment, in any age group Team, will take precedence.

## 2. Assistant Coaches / Manager

30% Qualification 70% Activity

The Assistant Coaches / Manager will be mostly engaged in providing overall support to team members and assisting the Head Coach in the practical coaching of athletes at the Masters' event. The Assistant Coaches / Manager should be active in the regular coaching of Masters' athletes at events.

Where two or more coaches attain an equal weighted point score in regard to the selection for the position of Assistant Coach / Manager, the assessment of "Qualification points" will take precedence.

Where two or more coaches attain an equal weighted point score and an equal Qualification point score in regard to the selection for the position of Head Coaches, the coach with the least recent QWA Team Coach appointment, in any age group Team, will take precedence.

### Coach entitlements and responsibilities

1.7 Appointed Coaches/Managers that are **NOT** competing in the event will have their airfare, accommodation and provision of \$100 towards ground transport provided.

1.7.1 Appointed Coaches/Managers that are competing in the event will have 50% of their airfare and accommodation paid for.

1.7.2 Must have a baseline knowledge of the AWF Member Protection Policy

1.7.3 New 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.

1.7.3 Repeat appointees will be supplied with replacement uniform items to cover wear and tear as required.

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

1.7.5 All coaches are responsible for their own food and beverage supply.

## Document Control

<b>Policy Owner</b>	QWA
<b>Issue Date</b>	20/11/2020
<b>Review Date</b>	
<b>Review Completed by</b>	
<b>Status</b>	Updated
<b>Policy Approver</b>	QWA Committee
<b>Version</b>	2.0
<b>Email</b>	<a href="mailto:qwa@qwa.org">qwa@qwa.org</a>