



WEIGHTLIFTING WESTERN AUSTRALIA

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Coach Selection Policy

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Department of
Local Government, Sport
and Cultural Industries



WWA 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 Western Australian teams will be called for prior to each National Championships from current, active, West Australian weightlifting coaches who are accredited in the National Coaching Accreditation Scheme of the AWF and Australian Sports Commission. All written applications will be reviewed and assessed according to the WWA Coach Selection Criteria by the Selection Committee, which is a sub-committee appointed by the Council of the WWA; comprised of individuals having no conflict of interest in the selections.

In relation to the WWA Coach Selection Criteria, applicants must provide the name of the weightlifter/s of whom they are the “primary coach” and obtain the athletes’ endorsement on the application form. 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 Criteria.

There is no limit to the number of times a person can be appointed to a representative coaching position. Coaches who submit an expression of interest to join the state coaching team will go into the pool, from which the positions are drawn. At such time as additional coaches are required for the state coaching team, they will be appointed from the pool. If additional coaching staff are required, there may be further calls for coaches to submit an expression of interest. Personal coaches who are in good standing with the WWA association may be permitted, upon application, to assist in coaching their athlete/s at a national competition.

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 WWA Secretary within three (3) days of the announcement of the selections.

The appeal must be in the form of a written submission to the WWA Council 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 WWA Selection Committee will be required to provide a written submission to the WWA Council in support of its decision.

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

In the eventuality that the appeal is unsuccessful, the WWA Council will ratify the decision of the Selection Committee by appointing the nominated coaches.

In the eventuality of the WWA Council upholding the appeal, the appellant will be deemed to be selected and the WWA 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.

The Court of Arbitration for Sport is the ultimate court of appeal.

WWA Coach Selection Criteria

1. Purpose

The purpose of the Coach Selection Criteria is to identify the WWA coaches who possess the qualities deemed by the WWA as those which are essential to State Team Coaches and who are the most qualified according to the Selection Criteria to fulfil the coaching positions provided within State Teams. In addition, the Coach Selection Criteria attempts to provide avenues for active coaches to gain experience in Team Coaching positions.

2. State Team Coaching Staff

In so far as is possible, the State Team Coaching Staff will consist of the following ratios.

1-5 athletes : 1 Head Coach/ Team Manager

6-10 athletes : 1 Head Coach/ Team Manager, 1 Coach

11-15 athletes : 1 Head Coach, 1 Team Manager, 1 Coach

16-20 athletes: 1 Head Coach, 1 Team Manager, 1 Coach, 1 Assistant Coach

21 + athletes : 1 Head Coach, 1 Team Manager, 2 Coaches, 1 Assistant Coach.

Personal coaches that are confirmed to travel may take the role of Coach or Assistant Coach, as decided by the Head Coach.

3. Provisions

1. All applicants for State Team Coaching positions must be the active coach of at least one athlete who is selected in the relevant team, where possible.
2. Where it is not possible to appoint a full quota of team coaches, or where the size or the make up of the team does not require multiple coaches, the Selection Committee will select at least a Head Coach and determine, at its discretion, which of the other coaching positions are essential to the success of the team and apply the criteria to select other coaches accordingly.

4. Selection Criteria

The Selection Criteria is categorised in two sections – Experience and Activity. The weighting of criteria in these categories is relative to the particular Coaching position within the Team. Coaches who submit an application to be a state coach, must be a member of the association by January 31st of the year and have at least 12 months coaching experience within the association at club and state level.

1. Experience related criteria

1.1. NCAS Accreditation.

By valuing each successive level of NCAS accreditation, the WWA affirms its support of the NCAS as a standard of quality assurance and recognizes the increasing number of competencies attained at each level of accreditation.

Value:

NCAS 1 : 8 points

NCAS 2 : 12 points

NCAS 3 : 16 points

2. Previous Team Coaching Appointments.

Previous experience in coaching at national events indicates a coach's knowledge and competence to perform the duties of a State Team Coach in national events.

Value:

Appointments to the position of Team Head Coach by the WWA in the current calendar year and the previous 3 years: **5 points** for each appointment.

Appointments to other Team Coaching positions by the WWA in the current calendar year and the previous 3 years: **3 points** for each appointment.

Personal coaches, traveling at their own expense, in the current calendar year gain **1 point** per trip for the current calendar year and the previous 3 years.

3. Activity related criteria

3.1. Standard of Athletes coached.

Experience in coaching athletes of particular levels of performance, as determined by the AWF Classification Standards, indicates a coach's ability to understand and meet the needs of athletes in different stages of their development. The assessment of coaches' involvement with the coaching of athletes is relative to the make up of the prospective selected team.

Value:

1 point for each "National Standard" athlete to be selected in the team.

3 points for each "International Standard" athlete to be selected in the team.

5 points for each "Elite Standard" athlete to be selected in the team.

5. Selection criteria weighting

5.1. Head Coach – 70% Experience 30% Activity

The Head Coach is the leader of the Coaching Staff and should be the highest qualified candidate from the pool in the areas of team coaching, competition procedure, time management, human resource management and communicating with Team Managers and competition officials.

The Head Coach is required to gain knowledge of the team members' current training regimes and fitness levels and provide advice, where necessary, to the athletes preparing to compete in the team and their personal coaches. Head Coaches should also be actively coaching athletes selected in the team.

The Head Coach must be available for the duration of the trip.

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

5.2. Coach (1) – 50% Experience 50% Activity

The Coach (1) requires sufficient experience to support the Head Coach at the event in areas related to team coaching and should also be substantially active in the regular coaching of athletes selected in the team.

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

5.3. Coach (2) – 20% Experience 80% Activity

The Coach (2) will be mostly engaged in the practical coaching of athletes at the event and should be substantially active in the regular coaching of athletes selected in the team.

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

5.4. Assistant Coach – 100% Activity

The Assistant Coach will be mostly engaged in assisting the other coaches in the practical coaching of athletes at the event and should be substantially active in the regular coaching of athletes selected in the team.

Where two or more coaches attain an equal point score in regard to the selection for the position of Assistant Coach, the coach with the least previous experience will be selected.

5.5 Team Manager

The Team Manager is the team leader, and is responsible for managing team events including squad training sessions and the team logistics surrounding the competition (time management, human resource management, communication with the head coach and competition officials prior to and during the running of the competition). The Team Manager will also make themselves available to assist with coaching when needed. Criteria for selection is as per 5.2 Coach as a minimum.