**Eastern Suburbs Football Association**

**SELECTION PROCESS FOR REPRESENTATIVE COACHES**

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Technical Director

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**INTRODUCTION**

The aim of this policy is to specify the considerations and processes involved in the selection of the best possible coaches for the ESFA representative teams.

**REPRESENTATIVE PROGRAMS**

Within this policy, “Representative Coaches” is to include any coaching done by coaches on behalf of ESFA at a level above club level. Examples of these include, but are not limited to the following:

* + FNSW - Metropolitan League teams of any gender and age,
  + FNSW – State League teams of any gender and age,
  + FNSW – Super League teams of any gender and age,
  + FNSW – Premier League teams of any gender and age,
  + ESFA – North Harbour teams of any gender and age, and
  + ESFA – Development Squads of any gender and age,

**OVERSIGHT**

All representative coaches come under the oversight of both the General Manager and the Technical Director.

The Technical Director is the supervisor of all representative coaches for all technical coaching matters.

The General Manager is the supervisor of all representative coaches for all administrative matters.

**ADVERTISING VACANT POSITIONS**

All vacant coaching positions are to be advertised to the wider community in order to access the best possible candidate(s).

Advertisements for coaching positions are to be posted by the General Manager.

**SELECTION CRITERIA**

Selection criteria for coaching positions are to be set by the Technical Director in accordance with the following considerations:

* + Coaching education qualifications held and currency
  + FFA and/or FNSW mandatory qualification level
  + Coaching experience and currency
  + Demonstrated ability to work with a Technical Director
  + Demonstrated ability to implement the FFA National Curriculum
  + Feedback from two referees nominated by the candidates

Selection criteria are to be detailed in all advertisements for vacant coaching positions. Coaches who do not address the advertised selection criteria may be excluded from the selection process.

**EXCLUSIONS FROM ELIGIBILITY**

Coaches who meet one or more of the following criteria must be excluded from being selected as a representative coach:

* + Parent or Guardian of a player in the same age group from which the team is being selected;
  + Coaches undertaking private coaching activities within the ESFA region within a comparable age group and gender;
  + Coaches currently under suspension by any regional, state or national governing body, and;
  + Persons who cannot satisfy mandatory working with children checks.

In addition, coaches involved in coaching at a club that has teams within any FNSW elite football competition of the same gender, whether appointed or an applicant, must declare this in their application.

**REVIEW OF APPLICATIONS**

All applications are to be reviewed by the Technical Director and General Manager on initial receipt.

Due diligence and reference checks are to be coordinated by the General Manager.

**INTERVIEW PROCESS**

All panelled candidates are to be interviewed by a minimum of a three person panel. The interview panel is to include the following personnel:

* + Technical Director,
  + General Manager, and;
  + Designate ESFA Board Member.

All panelled candidates are to be afforded equal time to provide a presentation on their football background and experience, after providing a detailed CV.

**FINAL SELECTION**

That candidate that finishes in the highest position on the selection list for a particular position is to be offered that coaching position.

Should the first candidate refuse the position, then the list should be used in descending order until the position is filled.

The selected candidate is to sign their contract no later than two working days after verbally agreeing to the position.

Once the contract is signed, all unsuccessful candidates should be notified in writing of the outcome of the process. .

**RECORD KEEPING**

All files relating to selection of coaching staff are to be kept by the General Manager for a period of two years, then archived.