
**COACHING SELECTION
POLICY**

**WATER POLO
AUSTRALIA LIMITED**

8th April, 2017



COACHING SELECTION POLICY

Preliminary

- 1 This Coaching Selection Policy (the “**Policy**”) of Water Polo Australia Limited (“**WPA**”) is made pursuant to the powers set out in clauses 35 and 45 of the constitution of WPA, last amended by WPA in October 2014 (the “**Constitution**”).
- 2 This Policy is effective on and from 8th April, 2017 and shall remain in force until revoked or replaced by WPA.
- 3 Capitalised terms used in this Policy, which are defined in the Constitution, are taken to have the same meanings as given to the same term in the Constitution, unless expressly stated to the contrary.

Purpose

- 4 The purpose of this Policy is to set out the process and procedures which will be followed by WPA in appointing head coaches, assistant coaches and other coaches to WPA’s representative teams, excluding the Australian men’s and women’s senior national teams (“**Coaching Positions**”).

Selection Committee

- 5 In accordance with clause 45(a) of the Constitution the Board has established the Coaching Selection Committee. The composition of the Coaching Selection Committee is as follows:
 - (a) The Water Polo Australia High Performance Manager.
 - (b) The Water Polo Australia Chief Executive Officer.
 - (c) The Head Coaches of the Australian men’s and women’s senior national team (the men’s coach shall sit on the Coaching Selection Committee in relation to Coaching Positions with men’s and women’s teams, and the women’s coach shall sit on the Coaching Selection Committee in relation to Coaching Positions with women’s and men’s teams).
 - (d) Water Polo Australia Board nominated person
- 6 The functions of the Coaching Selection Committee include the management of the recruitment, selection and appointment of appropriately qualified and experienced candidates to vacant and new Coaching Positions.

Applications

- 7 The Coaching Selection Committee shall cause vacancies in Coaching Positions to be advertised unless the Coaching Selection Committee determines that it is unreasonable, impractical or unnecessary to do so. Any advertisement of vacancies in Coaching Positions shall be made in a manner determined by the Coaching Selection Committee, by publishing notice of the vacancy on WPA’s website, and through WPA notifying the State Members of the vacancy.

Selection Criteria

- 8 In selecting and appointing appropriately qualified and experienced candidates to vacant and new Coaching Positions, the Coaching Selection Committee shall without limitation apply the following selection criteria:
- (a) A candidate’s coaching experience in high-performance sport, and especially the candidate’s experience working with elite water polo teams.
 - (b) A candidate’s specialised expertise in the sport of water polo and other disciplines.

Selection Process

- 9 In all cases where a vacancy in a Coaching Position is advertised, the Coaching Selection Committee shall be responsible for determining its procedure for reviewing applications and submissions from interested candidates; short-listing the candidates who best meet the applicable selection criteria; interviewing those short-listed candidates; and appointing successful candidates to Coaching Positions.
- 10 In any case where the Coaching Selection Committee determines that it is unreasonable, impractical or unnecessary to advertise the vacancy in a Coaching Position, the Coaching Selection Committee shall be responsible for appointing the best candidate to a vacant Coaching Position bearing in mind the best interests of the particular WPA team concerned and the interests of the sport of water polo as a whole.

Meetings and Procedural Matters

- 11 The Coaching Selection Committee shall meet as often as is required. Meetings of the Coaching Selection Committee may be conducted in person or by any means that a meeting of the Board may be conducted by, by reference to clause 39 of the Constitution. The quorum for a meeting of the Coaching Selection Committee is the attendance (in person or by the use of technology) of at least two (2) Coaching Selection Committee members.
- 12 On any vote taken at any meeting of the Coaching Selection Committee:
- (a) Each member of the Coaching Selection Committee has one (1) vote.
 - (b) A resolution may be passed by a simple majority of Coaching Selection Committee members present and entitled to vote on that resolution.
 - (c) In the case of a deadlock, the President shall be entitled to a casting vote in addition to his or her deliberative vote.