



'The Next Generation'

Wagga Tigers Junior Football Netball Club

Coaching Appointments Policy

The Wagga Tigers Junior Australian Football Netball Club has determined to make all coaching positions vacant at the end of each season. The coaching appointment process now encourages the rotation of coaches through a two year cycle (with the same group of kids) to encourage multiple coaches to apply for coaching positions.

Coaches must be accredited with minimum Level 1/Foundation accreditation. WTJAFNC will cover the cost of this accreditation.

The rationale being:

- Kids benefit from a number of coaches through the course of their junior career, getting a diversity of learning experiences and multiple mentors.
- It is an opportunity to tap into more of the parental resources within the club, helping us to identify interested parties, making more positions available and participation more accessible.
- This will in time develop a pool of experience, with former coaches and aspiring coaches adding to the team support.

Appointment process

At the end of each season we will call for expressions of interest in all coaching positions. Where more than one person is interested in a head coaching position we will discuss alternatives (i.e. assistant and/or a dual coaching roles, team manager, team runner) with the applicants. If required, a three person selection panel appointed by the committee will make an appointment, with the following considerations:

- Incumbent coach nominating for a second season receives favourable bias to capitalise on their experience and reward their effort.
- There will be no bias for third season. If a coach is appointed for a third season due to no suitable alternative applicant in the opinion of the selection panel there is an expectation the third year coach will aim to identify a potential successor during that season.
- There will be bias towards an incumbent coach when nominating for a third season if the age group is moving from a non-competitive age group to competitive age group (i.e. u11's to u12's).
- If an applicant has dedicated previous years in an assistant coaching, manager or game day runner roles they will be viewed favourably in selection process.
- Prospective coaches are required to nominate a suitable runner and also their thoughts on a previous coach filling this role.
- Ultimately where there are multiple applicants the coaching selection panel will still aim to appoint qualified and competent coaching staff to ensure the continued development of the players.

Aspiring and retiring coaches are encouraged to take on support roles whenever possible, building a core of experience and expertise around our teams.

Director of Coaching

Where a "Director of Coaching" is appointed, their role will be to oversee all coaches, and provide them with support and assistance through the season.