



## **Hockey Queensland Men's Masters STATE TEAM COACH SELECTION POLICY**

### **UNDERLYING PHILOSOPHY**

Hockey Queensland Men's Masters operates under a principle of natural justice and equity that applies to the selection of State Team Coaches, Managers and other staff as required.

### **2 - ELIGIBILITY**

Applicants for all State Coaches with Hockey Queensland Men's Masters (HQMM) must be a current financial member of Hockey Queensland and registered on the Hockey Queensland Men's Masters website.

<https://www.revolutionise.com.au/hqmmenmasters/>.

### **- CONDITIONS OF APPOINTMENT**

All appointed Staff Members are required to acknowledge that they have read and understood the HQMM Player Selection Policy, the HQMM Player Withdrawal Policy and the Hockey Queensland Coaches Code of Behaviour.

Generally, HQMM Coaches are expected to:

1. Attend and participate in any team preparation camps run by HQMM in the year that they are appointed to the State Coach position.
2. Abide by the HQ Member Protection Policy.
3. Work co-operatively with and support the team manager, other coaches, and any other team staff during the National Championships and any lead up activities to it;
4. Immediately advise the HQMMC Chair of any issue that could reasonably be considered to be likely to become a problem at a later stage.
5. Be prepared to have their performance as a coach evaluated by the players and themselves.
6. Be prepared to produce a Feedback report on each team / player coached at the national championship.

### **SELECTION PROCESS**

1. Applications made available via the HQMM website and distributed to HQ Member Associations, advertised on the website and posted on QMMH Facebook page.
2. Completed applications received at HQMM by closing date
3. Applicants advised of receipt of application
4. Applications checked for compliance with criteria and distributed to HQMM Committee.

5. A subcommittee of HQMM Committee to consider applications and provide recommendations on coach selections to the HQMM Committee.
6. Successful and unsuccessful candidates officially notified by HQMM Secretary.
7. Successful applicants posted on HQMM website.
8. In the event of insufficient applicants for positions the HQMM Committee reserves the right to appoint persons as they see fit
9. In the event of any appointed staff member withdrawing, the HQMM Committee reserves the right to appoint persons to fill vacancies as they see fit

## **5 - SELECTION CRITERIA FOR STATE TEAM COACHES**

The successful applicant/s should:

### **Essential:**

1. Possess a high level of interpersonal communication skills.
2. Have the ability to form effective working relationships with **all** players who are selected in the team.
3. Possess leadership and management skills that demonstrate an ability to provide direction and manage the affairs of a team.
4. Have the ability to understand and successfully coach Hockey at a high level including: a thorough level of understanding of the game; evaluating the strengths and weaknesses of opposition players; providing instructions appropriate to the skill and age of the player; and providing advice appropriate to the physical and psychological state of the player

### **Desirable:**

1. Current Hockey Coaching Accreditation
2. A minimum coaching experience of two years

Note: in 2022, only due to the implications of the COVID Pandemic, coaches appointed for 2021 HQMM Teams will be preferenced in the event that the Selection Committee cannot decide on the above Selection Criteria.

## **6 - APPEALS**

An applicant may lodge an appeal against non-selection within seven days of notification of non-selection. HQMMC will set up an Appeals committee consisting of the HQMM Committee Chair, HQMM Chair of Selectors and a HQ Representative.