

QWA Masters Team 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 Queensland Masters Teams will be called from current active Queensland 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 QWA Masters Team Coach Selection Criteria by the Selection Committee, which is a standing committee appointed by the Management Committee of the QWA.

In relation to the QWA Masters Team Coach Selection Criteria, applicants must provide the name of the Masters weightlifter/s who they coached at the State competitions specified in the criteria. Where a Coach is also a Masters competitor, he or she will not be recognised as the Coach of himself or herself as a competitor in any of the competitions specified in the criteria.

The Coach or Coaches appointed by the QWA Management Committee pursuant to this policy may, at their discretion, permit additional qualified Coaches to attend to QWA Masters Team athletes at the event. Any and all additional Coaches must work cooperatively with the appointed Team Head Coach; and be directed by him/her in the coaching of QWA Masters Team athletes.

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 QWA Executive Director within three (3) days of the announcement of the selections.

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

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

In the eventuality that the appeal is unsuccessful, the QWA Management Committee will ratify the decision of the Selection Committee by appointing the nominated coach.

In the eventuality of the QWA Management Committee upholding the appeal, the appellant will be deemed to be selected and the QWA 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.

QWA Masters Team Coach Selection Criteria

1. Purpose

The purpose of the QWA Masters Team Coach Selection Criteria is to identify the QWA coaches who possess the qualities deemed by the QWA as those which are essential to QWA Masters Team Coaches and who are the most qualified according to the Selection Criteria to fulfil the coaching positions provided within QWA Masters Teams.

2. Masters Team Coaching Staff

In so far as is possible, the QWA Masters Team Coaching Staff will consist of one Head Coach and one Assistant Coach / Manager. The QWA Masters Team Coaching Staff can not be competitors in the event for which they are appointed.

3. Provisions

3.1. Where the QWA Management Committee determines, for any reason, that it is not prudent, to appoint two coaches, the Selection Committee will select one person in the position of Head Coach / Manager.

4. Mandatory Qualifications

QWA Masters Team Coaches must possess, at a minimum, the following qualifications

4.1. QWA Masters Team Head Coach or QWA Masters Team Head Coach / Manager:

4.1.1. Current AWF Club Weightlifting / Sports Power Coach Level 1 Licence

4.1.2. Current Senior First Aid certification

4.1.3. Current CPR certification

4.2. QWA Masters Team Assistant Coach / Manager:

4.2.1. Current AWF Club Weightlifting / Sports Power Coach Level 1 Licence

5. Selection Criteria

The Selection Criteria is categorised in two sections – Qualification and Activity. The weighting of criteria in these categories is relative to the particular Coaching position within the Team.

5.1. Qualification related criteria

5.1.1. NCAS Accreditation.

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

Value:

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|--------------------------|-----------|
| Club Licence / Level 1: | 3 points |
| State licence / Level 2: | 8 points |
| National Licence: | 13 points |
| International Licence: | 18 points |

5.1.2. Previous Team Coaching Appointments.

Previous experience as an appointed coach at national and international events indicates a coach's knowledge and competence to perform the duties of a Team Coach in national events.

Value:

Appointment to the position of Head Coach to Masters Teams by the QWA and/or AWF in the current calendar year and the previous 3 years:

5 points for each appointment.

Appointment to the position of Assistant Coach / Manager to Masters Teams by the QWA and/or AWF in the current calendar year and the previous 3 years:

3 points for each appointment

Appointment to the position of Head Coach to Teams other than Masters Teams by the QWA and/or AWF in the current calendar year and the previous 3 years:

3 points for each appointment

Appointment to other Coach positions to Teams other than Masters Teams by the QWA and/or AWF in the current calendar year and the previous 3 years:

1 points for each appointment

5.2. Activity related criteria

5.2.1. Athletes coached at QWA Masters events

Experience in coaching Masters athletes in State events indicates a coach's ability to understand and meet the needs of Masters athletes in competition.

Value:

3 points for each Masters athlete (excluding the applicant) coached at QWA Masters events held within the six month period prior to the closing date of entries for the relevant National Masters event.

6. Selection criteria weighting

6.1. Head Coach

30% Qualification 70% Activity

The Head Coach should be the most experienced in the area of coaching Masters athletes at events.

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

Where two or more coaches attain an equal weighted point score and an equal Activity point score in regard to the selection for the position of Head Coach, the Coach with the least recent QWA Team Coach appointment, in any age group Team, will take precedence.

6.2. Assistant Coach / Manager

70% Qualification 30% Activity

The Assistant Coach / Manager will be mostly engaged in providing overall support to team members and assisting the Head Coach in the practical coaching of athletes at the Masters event. The Assistant Coach / Manager should be active in the regular coaching of Masters athletes at events.

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

Where two or more coaches attain an equal weighted point score and an equal Qualification point score in regard to the selection for the position of Head Coach, the coach with the least recent QWA Team Coach appointment, in any age group Team, will take precedence.

6.3. Head Coach / Manager (only appointed pursuant to provision 3.1 of this policy)

50% Qualification 50% Activity

Where two or more coaches attain an equal weighted point score in regard to the selection for the position of Head Coach / Manager, the coach with the least recent QWA Team Coach appointment, in any age group Team, will take precedence.