

QWA 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 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 Coach Selection Criteria by the Selection Committee, which is a standing committee appointed by the Management Committee of the QWA.

The Selection Committee's nominations will be communicated to all QWA Coaches prior to submission to the QWA Management Committee for ratification.

In relation to the QWA Coach Selection Criteria, applicants must provide the name of the weightlifter/s of whom they are the "active coach" and obtain the athletes' endorsement on the application form. An active coach is defined as the coach responsible for preparing and supervising the training and competition programs for the named weightlifter/s. Where two or more coaches share coaching duties relative to any one athlete, the athlete will identify their "primary" coach and only the primary coach will be credited as the active coach of that athlete in regard to the Coach Selection Criteria.

Only those athletes, including reserves, who are named in the initial selection notice will be considered as athletes "who are selected in the team".

No person may be appointed to the position of Head Coach of a State Team more than once in any calendar year. There is no limit to the number of times a person can be appointed to other coaching positions.

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 coaches.

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 Coach Selection Criteria

1. Purpose

The purpose of the Coach Selection Criteria is to identify the QWA coaches who possess the qualities deemed by the QWA as those which are essential to State Team Coaches and who are the most qualified according to the Selection Criteria to fulfil the coaching positions provided within State Teams. In addition, the Coach Selection Criteria attempts to provide avenues for active coaches to gain experience in Team Coaching positions.

2. State Team Coaching Staff

In so far as is possible, the State Team Coaching Staff will consist of one Head Coach, two Coaches and one Assistant Coach.

3. Provisions

3.1. All applicants for State Team Coaching positions must be the active coach of at least one athlete who is selected in the relevant team.

3.2. Where it is not possible to appoint four team coaches, or where the size of the team does not require four coaches, the Selection Committee will select at least a Head Coach and determine, at its discretion, which of the other three coaching positions are essential to the success of the team and apply the criteria to select other coaches accordingly.

4. Selection Criteria

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

4.1. Experience related criteria

4.1.1. 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 attained at each level of accreditation.

Value:

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

4.1.2. Previous Team Coaching Appointments.

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

Value:

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

5 points for each appointment.

Appointments to other Team Coaching positions by the QWA and/or AWF in the current calendar year and the previous 3 years:

3 points for each appointment.

4.2. Activity related criteria

4.2.1. Standard of Athletes coached.

Experience in coaching athletes of particular levels of performance, as determined by the AWF Classification Standards, indicates a coach's ability to understand and meet the needs of athletes in different stages of their development. The assessment of coaches' involvement with the coaching of athletes is relative to the make up of the selected team.

Value:

- 1 point for each ungraded athlete selected in the relevant team
- 2 point for each D Grade athlete selected in the relevant team
- 3 points for each C Grade athlete selected in the relevant team
- 4 points for each B Grade athlete selected in the relevant team
- 5 points for each A Grade athlete selected in the relevant team

7 points for each National Grade athlete selected in the relevant team

10 points for each International Grade athlete selected in the relevant team

14 points for each Elite Grade athlete selected in the relevant team

5. Selection criteria weighting

5.1. Head Coach – 70% Experience 30% Activity

The Head Coach is the leader of the Coaching Staff and should be the most experienced in the areas of team coaching, competition procedure, time management, human resource management and communicating with Team Managers and competition officials.

The Head Coach is required to gain knowledge of the team members' current training regimes and fitness levels and provide advice, where necessary, to the athletes preparing to compete in the team and their personal coaches. Head Coaches should also be actively coaching athletes selected in the team.

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

5.2. Coach (1) – 50% Experience 50% Activity

The Coach (1) requires sufficient experience to support the Head Coach at the event in areas related to team coaching and should also be substantially active in the regular coaching of athletes selected in the team.

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

5.3. Coach (2) – 20% Experience 80% Activity

The Coach (2) will be mostly engaged in the practical coaching of athletes at the event and should be substantially active in the regular coaching of athletes selected in the team.

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

5.4. Assistant Coach – 100% Activity

The Assistant Coach will be mostly engaged in assisting the other coaches in the practical coaching of athletes at the event and should be substantially active in the regular coaching of athletes selected in the team.

Where two or more coaches attain an equal point score in regard to the selection for the position of Assistant Coach, the coach with the least previous experience will be selected.