



Coach Recruitment and Selection Policy

Horsham Calisthenics College is a Principal Coach operated club whom has delegated authority through the Instrument of Delegation to recruit, select and appoint coaching staff. This includes and is not limited to; Class Assistants, Cadets, Assistant Coaches and Coaches.

1. RECRUITMENT

The Principal Coach, just prior to the end of each season will request that all Coaches, Assistant Coaches, Cadets and Class Assistants complete an expression of interest form detailing their preferences for coaching/assisting in the following season.

The Principal Coach records a list of members who have expressed interest in becoming class assistants and cadets. The Principal Coach will assess members suitability and readiness when appointing new cadets and class assistants.

2. SELECTION

The Principal Coach will appoint all Coaches, Assistant Coaches, Cadets and Class Assistants to positions. The Principal Coach will take into consideration the completed Expression of Interest Form along with the club timetable. The Principal Coach will draw from her knowledge and experience when assessing suitability to positions.

5. SELECTION CRITERIA

1. All coaches applying for head coach of any section must hold a level 1 accreditation with the VCCA. Assistants can be cadets with VCCA.
2. All applicants must hold a current Working with Children Check Card and First Aid Certificate.
4. Consideration will be given to the applicant's knowledge, experience, skills and communication skills in relation to the age group they are applying to coach and for calisthenic coaching generally.
5. As a general guide, the Principal Coach will take into consideration the number of consecutive years that an applicant may have already coached at a club, age section or within a grading section.

6. APPOINTMENT

1. Successful candidates for each coaching position will be notified via phone & email. Applicants will be expected to respond in writing via email.



2. Unsuccessful candidates will be notified via phone & email once the successful candidate has accepted the offer and terms of appointment.

3. It is envisaged that appointments will be made by November each year.

7. TENURE & TERMS OF APPOINTMENT

1. Coaches are appointed for one (1) year tenure from the date of appointment and terminate on the completion of the club concert/presentation day.

2. It is a requirement that all successful applicants sign a coaching contract agreement which outlines the responsibilities and expectations. Specifically, coaches will be asked to sign their agreement to upholding the Coaches Code of Conduct and will be required to attend classes, competitions, coaches meetings, camp and relevant club events.

Document Approved By:	Name	Signature	Date
President	Tammy Smith		
Principal Coach	Kylie Hermans		