



TWP Club Policy: Appointment of Club Coaches

Background

Tauranga Water Polo (TWP) has recognised the need to reconsider its coaching approach within the club. Despite our resource limitations compared to other clubs, TWP remain dedicated to developing skills across all age groups. This policy outlines our framework for the appointment of all coaches across all age groups to ensure consistency, professionalism, and player development.

Policy

Tauranga Water Polo Club (TWP) is enhancing its coaching team to support player development. Recognising the need for clarity and structure, TWP has defined four key coaching roles that are essential for delivering quality coaching across our club. Job descriptions and any additional age group expectations are made available for each role, equipping coaches to provide the best possible support and guidance to players.

All club coaches must meet the expectations outlined in the relevant job description, and expressions of interest from the community for coaching roles are sought prior to making any decisions on coach appointments.

This approach aims to broaden the TWP coaching base, ensure clarity in expectations, and provide opportunities for individuals with playing experience to contribute to the club and develop their coaching skills.

TWP Club Coaching Roles

TWP has established four broad coaching roles, each crucial to the success of our programs. These roles are integral to our coaching structure and ensure the delivery of quality coaching across all age group programs, from Under 12s to Seniors.

- **Developing Coach:** The Developing Coach role is tailored for individuals aspiring to become coaches, offering an excellent training opportunity. Typically a volunteer position, it acts as a stepping stone to the junior coach role. Over time, Developing Coaches will lead skills sessions and clinics, while also shadowing experienced coaches to gain valuable coaching experience.
- **Junior Club Coach:** Junior club coaches are responsible for coaching junior players (U12 and U14). They work closely with players to develop their skills and understanding of the game, focusing on player development and game time and confidence.
- **Senior Club Coach:** Senior club coaches are responsible for coaching senior players (U16 and U18) within the club. They work to develop players' skills and tactical understanding, preparing them for higher levels of competition. Senior coaches also focus on team dynamics and performance.
- **Adult Club Coach:** Adult coaches are responsible for coaching adult players (U21 and Senior Men & Women) within the club. They focus on developing players' skills and fitness levels, providing a supportive and challenging environment for adult players to improve their game.

Detailed job descriptions are being developed for each coaching role to maintain consistency and clarity in roles and responsibilities. In addition, there may be varying expectations depending on the age group being coached. These expectations will be communicated via the expression of interest process.

Expressing Interest for TWP Club Coaching Roles

The four coaching roles identified at TWP allow individuals to express interest in any role they feel suited for. Each job description includes information on expectations and there may be additional expectations identified for a particular age group. The Expression of Interest for coaching roles will ask applicants to share what they can bring to the role and what they hope to gain from it.

Selection and Coach Appointment Process

In addition to considering the applicant's suitability for the expectations outlined in each job description and any other age group-specific expectations, the following coach attributes will be considered across all age groups:

- Experience: A blend of experience and a willingness to learn is valued.
- Coaching Style: Alignment with the needs of the age group team and adaptability to various players and situations are key.
- Communication Skills: Effective and positive communication with players, parents, and fellow coaches is essential.
- Technical Knowledge: A strong grasp of the game, coupled with openness to new ideas, is important.
- Commitment: Coaches should demonstrate reliability, consistency, and dedication.
- Leadership Skills: Leading by example and inspiring players to excel are crucial.
- Impartiality and Conflict of Interest: Fair and objective treatment of all players, along with managing conflicts of interest, is expected.
- Compatibility with Club Culture: Coaches should resonate with our club's values, collaborate well with others, and serve as positive role models.
- Developmental Focus: Prioritising player growth and development both in and out of the pool is paramount.

Reference checks will be conducted to ensure a good fit for the team. Additionally, all coaches (and managers) will undergo Police and Background Checks.

By considering these factors, TWP aim to appoint coaches who will help our players and teams succeed while fostering a positive and supportive environment. The selection process will involve the committee reviewing applications, may involve conducting interviews, and making final decisions based on the selection criteria outlined above.

TWP will have sole discretion on the appointment of coaches including which teams coaches will be allocated. These appointments will be made with the club and players' best interests in mind, focusing on player development and welfare. Coaches will be appointed for a specified term, with opportunities for renewal or reappointment based on performance and club needs.

Providing adequate training, support, and a clear code of conduct for all coaches is essential to ensure consistency across teams. Evaluation opportunities will be available for coaches, providing feedback mechanisms and chances for improvement.

By seeking expression of interest, providing clear job descriptions, formally appointing all coaches and effectively managing any associated challenges, TWP aims to enhance the coaching experience and overall development of players within the club.

Approval

This policy was approved by the Tauranga Water Polo Club Committee on 12 March 2024