



# Sutherland Sharks Football Club Coaching Selection Policy

Issue Date & Version Number: September 2012 – V2.0  
Date: September 2012  
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Revision Date: July 2013

## Introduction

This policy is designed to ensure those selected to coach the playing teams of the Sutherland Sharks FC squads have undergone a rigorous process of transparency, hold the relevant licences/accreditation, and have the necessary previous experience and coaching acumen to ensure the culture of development is fostered in each and every player selected for the club.

## Policy Purpose

The purpose of this policy is to provide people wishing to coach with an understanding of the process and protocols associated with Sutherland Sharks FC. The secondary purpose is to showcase the necessary transparency applied to the coach selection process at youth level for the club.

## Policy

The need for transparency in the selection of football coaches for all positions is critical. All coaching positions deemed open to eligibility at the close of any season will be advertised on the Sutherland Sharks FC website [www.sutherlandsharksfc.com.au](http://www.sutherlandsharksfc.com.au).

Coaching tenures in the Youth Level will only be held on a singular year basis. Coaching appointments to First Grade, Under 20 and 18 Levels will be at the discretion of the Football Committee; who will make a formal annual recommendation to the full Board of Management.

All final decisions associated with coaching appointments to the Youth levels ages 9 through 16 must be ratified by the Board of Management, and contracts between the coach and the club signed by the President, Secretary and sitting Youth Convenor.

## Key Performance Indicators

All coaches will be subject to specific key performance indicators (KPI) and key result areas (KRA) that are attached to each and every coaching position. The Technical Director, in consultation with the Football Committee and Board, establishes the goals and expected achievements for each team collectively; while coaching staff monitors individual progress towards the collective goal.

Ratification of the KPI's & KRA's developed is at the discretion of the Board. The team manager is expected to retain the statistical information prepared for each team in the prescribed format that can be presented to the Technical Director and/or Board at any time if required. All data will be collected electronically and retained in a central database using PDA technology at every game.

The appointed coach is welcome to seek individual tuition for any player struggling in their squad at any time from the Technical Director; and/or seek assistance with groups of players in positions deficiencies are identified.

Sutherland Sharks FC acknowledges that results are important for morale, but the need to produce technically superior football players for the future teams and beyond is a more critical outcome at youth level.

## Technical Directorship

The selection of the club's Technical Director will be undertaken in alignment with Football NSW rules, regulations and licensing on an annual basis. The incumbent is expected to oversee the creation of the KPI's and KRA's for each individual coach at each age appropriate level. The position will monitor progress and provide a monthly report on the progress of each and every youth team towards the goals established prior to the season's commencement to the Board appointed representative.

In October annually, the Technical Director is to meet coaches individually to establish the goals and outcomes expected from that person for the coming outdoor season. A process of tracking the progress remains the exclusive responsibility of the Technical Director. This process should be conducted individually and then collectively to establish a consultative approach to the goals sort for each team and player.

The Technical Director is on a panel of personnel selecting the players at selection trials. Where a player or players are in dispute; the Technical Director has veto power to overturn the selection of a player and insist on the inclusion of a player they personally believe is better for the club's future. Coaching staff are expected to abide by this decision. Where this occurs, the coaching staff and Technical Director must nominate the players involved and present a report to the Football Committee on why this event occurred and how the resolution was achieved. The report must be objective and provide reasons for the decision and selection.

Player statistics and progress are to be reported monthly to the Football Committee. As of November annually, the coach will deliver a standard report format to the Football Committee on their progress with their side. In parallel, a separate report is provided on the Technical Director's opinion of the same team's progress. The Football Committee will present a monthly report back to the Board of Management on both concepts of progress.

The incumbent is required to remain transparent in all their dealings. Players entering SSFC must come through a trial process regardless including the late inclusion of players after open trials. Any player entering without trial and not agreed to by the Board nominated person may result in a breach of duties by the position holder.

## Reporting

The consistency in reporting is required to ensure all parties compare apples with apples. Hence a suite of reports are prepared that both coach and Technical Director will concurrently and equally complete on exactly the same information for each team and player. The separation of these reports is critical to ensure transparency and probity in the reporting process.

Where the Technical Director fails to provides the necessary reports, the head of Football Committee is required to bring the breach of agreement to their attention and request immediate action. Similarly, where a coach fails to provide an individual monthly report, the Technical Director takes similar action to rectify the situation.

Where two months occur in succession of failure to meet a party's obligation, the first and final formal warning is issued in writing. The warning indicates that failure again on this front will result in the coach and/or Technical Director being deemed ineligible for retention or consideration at the next selection period. The Board reserves the right and discretion to remove any person from their duties where continuous breaches occur.

The Football Committee is responsible for providing a monthly progress report to the Board of Management on all team's progression and advancement against the established KPI's and KRA's.

In the event a breach or failure occurs, the head of Football Committee must seek the President's approval to undertake any action against any member of the coaching panels.

## Information Management

All information is to be presented in electronic medium and maintained in the same global management file by the head of Football Committee or their nominated delegate. The information is readily available to the Board of Management only. Upon request, the Technical Director can access archived material from previous years.

The Technical Director is to retain a copy of current information for the comparison of player and team information during the current playing season.

The monthly report will be published to all coaching staff and cannot contain specific player information that is detrimental for the purposes of privacy. Individual player information is retained in reports between the team coach and the Technical Director only. Other than authorised persons, that being coach, TD and the Board of Management; these reports remain confidential. IN the senior ranks, the Technical Director is replaced by the Head Coach.

Copies of all Coaching Certification will be scanned and held electronically for all coaches within the SSFC system.

All associated forms and documents including contracts, child protection, salary and wages, player payments remain the exclusive property of the Board of Management.

## Dismissal from Duties

The Technical Director has the power to relieve a coach from their duties at sideline and coaching level. This delegation is only bestowed after seeking the President's or their delegate's consent to apply such measures.

In the event this unfortunate situation occurs, the Technical Director is required to document the entire situation in writing and present their information with 3 working days to the Football Committee. This action is undertaken to ensure any legal proceedings that may ensue present evidence of the events and documented proof of why and whom took what action during the process.

Where wrongful actions are taken by any party from the coaching panel in relation to dismissal or player conduct and discipline; that person will be required to explain their action to the Football Committee initially, including the circumstances and reasons for their actions. Should the Football Committee believe the breach is terminal; the matter is referred onto the full Board of Management for consideration and further action.

## Coaching Accreditation

All coaches being brought into the club must provide evidence their current coaching qualifications enable their taking of the team or position they seek. Documented evidence must accompany any application provided to SSFC for eligibility; any failure to articulate the current coaching level and status will deem any application void and immediately ineligible for employment.

The following table shows the current coaching requirements for SSFC over the coming 4 years:

Coach Category	2013	2014	2015	2016
Technical Director	C Licence	B Licence	B Licence	A Licence
<b>1<sup>st</sup> Grade</b>				
Head Coach	C Licence	B Licence	B Licence	A Licence
Assistant Coach	Senior Licence	C Licence	C Licence	B Licence
GK Coach	Community GK Cert.	Community GK Lic.	Community GK Dip	FFA GK Level 1
<b>U20</b>				
Head Coach	Senior Licence	C Licence	C Licence	B Licence
Assist Coach	Senior Licence	Senior Licence	Senior Licence	C Licence
GK Coach	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.
<b>U18</b>				
Head Coach	Senior Licence	C Licence	C Licence	B Licence
Assist Coach	Senior Licence	Senior Licence	Senior Licence	C Licence
GK Coach	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.
<b>U16</b>				
Head Coach	Youth Licence	Game Training Cert.	Game Training Cert.	C Licence
Assist Coach	Youth Licence	Youth Licence	Game Training Cert.	Game Training Cert.
GK Coach	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.
<b>U15</b>				
Head Coach	Youth Licence	Game Training Cert.	Game Training Cert.	C Licence
Assist Coach	Youth Licence	Youth Licence	Game Training Cert.	Game Training Cert.
GK Coach	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.
<b>U14</b>				
Head Coach	Youth Licence	Skill Training Cert.	Skill Training Cert.	C Licence
Assist Coach	Youth Licence	Youth Licence	Skill Training Cert.	Skill Training Cert.
GK	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.
<b>U13</b>				
Head Coach	Youth Licence	Skill Training Cert.	Skill Training Cert.	C Licence
Assist Coach	Youth Licence	Youth Licence	Skill Training Cert.	Skill Training Cert.
GK Coach	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.
<b>U12</b>				
Head Coach	Youth Licence	Skill Training Cert.	Skill Training Cert.	C Licence
Assist Coach	Youth Licence	Youth Licence	Skill Training Cert.	Skill Training Cert.
GK Coach	Community GK Cert.	Community GK Cert.	Community GK Lic.	Community GK Dip.

## Coaching Advancement Program

Annually, SSFC will ensure each and every coach has the opportunity to undertake advancements in their respective coaching licences. SSFC will fund the coaching advancements in return for a two (2) year agreement post completion to remain with the club in a nominated coaching role.

From 2013, each and every coach can nominate themselves for higher certification. The number of persons selected for advancement will be at the discretion of the Football Committee in a recommendation to the Board.

Financial implications will be subject to final approval from the Treasurer. The Treasurer provides the Board with his recommendation early in each playing season to ensure the coaching advancement program can be undertaken during the annual playing season.

Any advancement outside of the regular playing season is subject to special approval from the Treasurer to the Board.