

## **Policy for Appointment of Coaches and Managers**

All coaches and managers are to be appointed by the Executive Committee or a subcommittee nominated by the Executive Committee. The Executive Committee's decision on matters of appointment will be final.

No committee member has power to confirm any appointment with prospective coaches or managers prior to review and endorsement from the Executive Committee.

### **Junior Teams**

A person interested in coaching or managing a junior team can declare their interest either on their child's player registration form or by advising the club's Coaching Co-ordinator. They may also nominate at the appropriate team grading session.

The Coaching Co-ordinator will at the completion of the club's registration day, liaise with the Club Registrar in order to compile all nominations obtained from player registration forms. He will also attend all junior grading sessions in order to seek other nominations.

The Coaching Co-ordinator will submit a list of nominating managers and coaches to the Executive Committee for review. The list will include his recommended appointments and names of other interested nominations. The list will be submitted prior to the end of the second or final grading day.

Should more than one person nominate for a position of coach, assistant coach or manager the Coaching Co-ordinator will consult with the Executive Committee and they will determine the successful nominee based upon qualifications, experience, past track record and any other matters considered appropriate.

Where possible the announcement of coaches and managers will occur on the last day of grading together with team announcements.

All nominating coaches and managers must be prepared to fulfil the duties and responsibilities as outlined on the Club's website and abide by the Club's Code of Conduct.

All coaches, managers and or assistants must complete a declaration as required under the "Child Protection (Prohibited Employment) Act 1998". This will be forwarded to the GHFA.

Should a new coach, manager or assistant be required during the season the Executive Committee in consultation with the Age Co-ordinator and Coaching Co-ordinator must endorse their appointment.

Positions as coach or manager do not have a right of renewal and are subject to the above process at the start of each new season.

## Premier League

The Executive Committee is responsible for the appointment of coaches and managers for the Premier League. The Executive Committee's decision on matters of appointment will be final. The Committee will use its best endeavours to ensure appropriate appointments are made to achieve success for the Club. The ability to attract new players and retain existing players of Premier League standard together with assessment of the previous season's results will be the primary considerations for appointment of a Premier League Coach.

No committee member has power to confirm any Premier League appointment with prospective coaches or managers prior to completion of the process described below and endorsement from the Executive Committee.

The Executive Committee, together with the Coaching Co-ordinator, will conduct a fair and equitable review of the Premier League performance for the season just concluded and will consider proposals from all applicants for improvements for the following season. Primary consideration will be given to the retention of existing players and the ability to attract new players of Premier League standard to the Club to enhance the future performance of the Premier League teams. The review will include consultation with relevant club stakeholders and players deemed appropriate by the Executive Committee. The Executive Committee must consult with the Premier League Captain and may use discretion in consulting beyond the captain.

Generally all Premier League appointments will be for one season only. However, the Executive Committee may, should they feel it appropriate, appoint a coach and/or manager for more than one season up to a maximum of three seasons. Any such extended terms must be agreed in writing and must allow for appropriate annual review procedures. If an extended term is agreed it must be in place before the end of September following completion of a season.

At the end of each season, the Executive Committee through the Club President will contact the incumbent coach and manager and confirm their availability (or otherwise) for the next season. It will then commence an appropriate review, as discussed above, of the completed season and determine a recruitment strategy for the following year.

By no later than the last day in September of each year the Executive Committee may publish an Expression of Interest Notice (EOIN) seeking nominations for a Premier League Coach and Manager for the following season. Any EOIN will be published on the Club's website and may also be published more widely at the discretion of the Executive Committee. The EOIN must have a closing date of not more than 1 month from the date of publication.

Applicants are to apply in writing addressed to the Club Secretary -Thornleigh Soccer Club PO Box 631 Pennant Hills NSW 1715.

The incumbent coach and manager can nominate for reappointment for the following season. The Executive Committee, in consultation with the Coaching Co-ordinator, will consider their nomination and will also evaluate other applicants.

The Executive Committee will appoint and announce the Premier League coach and manager where possible within 14 days of the beginning of November.

The appointment of the Reserve Grade Coach and any designated assistant positions is a matter for agreement between the appointed Premier League coach and manager and the Executive Committee. This includes the term (years) of appointment if agreed beyond the normal one year.

### **Executive Committee**

The Executive Committee is responsible generally for the administration of the soccer club and for ensuring the processes and policies in place for the appointment of coaches and managers of Junior and Premier League teams are adhered to.

The Executive Committee comprises the following Committee members:

President  
Vice President  
Secretary  
Treasurer  
Registrar

October 2005