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# NETBALL ACT

## POLICY DOCUMENT

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**POLICY NAME:** Netball ACT Coach Appointment Policy  
**DATE WRITTEN:** 1 September 2015  
**DATE APPROVED:** 14 January 2016  
**DATE UPDATED:**  
**RESPONSIBLE OFFICER:** Talent and Performance Manager, Netball ACT

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### 1. INTRODUCTION

Netball ACT requires a number of coaches and support staff to assist in the delivery of Netball ACT programs. The current pathway exists for the development of athletes, coaches, support staff and umpires. Therefore the appointment of coaches is required to be conducted in a fair and transparent manner.

- 1.1. The Netball ACT Coach Appointment Policy applies to all coaches who nominate for appointment or participation in a Netball ACT Representative Team and/or Academy Program including:
  - a) Representative Teams:
    - i. ACT 17 & Under, 19 & Under and 21 & Under State Netball Teams
  - b) Academy Programs:
    - i. NACT Emerging Talented Athlete Program
    - ii. NACT Developing Talented Athlete Program
    - ii. Develop a Diamond Academy (Blue and Yellow)
- 1.2. The appointment of the Canberra Darters Head Coach and the ACTAS/NACT Talented Athlete Program Head Coach will occur outside this Policy in line with Netball ACT and our program partners' recruitment processes.

### 2. DEFINITIONS

**“Academy Program”** refers to the athlete development programs delivered by Netball ACT and ACTAS that forms part of the National Athlete Pathway;

**“ACTAS”** means the ACT Academy of Sport, a unit of the Sport and Recreation Services Branch of the Chief Minister, Treasury and Economic Development Directorate in the Territory. ACTAS is a member of the National Institute Network (NIN) and is an endorsed National Olympic and Paralympic Training Centre;

**“Appointment Panel”** refers to individuals who, by merit of the position they hold are responsible for making appointment decisions;

**“Assistant Coach”** means an individual appointed by NACT to support and, as required, coach NACT Representative Teams and/or Academy Programs under the guidance and direction of the Head Coach;

**“Event Governing Body”** means the governing body or bodies having responsibility or jurisdiction in relation to the conduct of or participation at the event, and includes without limitation Netball Australia and its affiliate Member Organisations;

**“Event Supplement”** means the document that specifies all relevant information relating to activities to be undertaken by athletes seeking selection to a NACT representative team or Academy Program as published for each team and/or squad;

**“Head Coach”** means an individual appointed by NACT to oversee, support and, coach NACT Representative Teams and/or Academy Programs;

**“Member Organisation”** means a State or Territory netball association that is a member of Netball Australia;

**“NACT”** means the ACT Netball Association Incorporated trading as Netball ACT, the governing body for netball in the Australian Capital Territory (ACT);

**“National Athlete Pathway”** means the programs, training environments, support services and competitions as defined by Netball Australia that develop and support the progression of athletes in the Netball Australia high performance system with the ultimate aim of winning benchmark events;

**“Policy”** means this NACT Coaches Appointment Policy as amended by NACT from time to time;

**“Program Administrator”** refers to the NACT employee responsible for providing administrative support to NACT’s Representative Teams and Academy Programs;

**“Representative Teams”** refers to the teams selected under the functions and powers as specified in NACT Constitution to represent in the ACT in the National Netball Championships, the Australian Netball League and like competitions managed by Netball Australia and/or affiliate Member Organisations;

**“Specific Responsibilities”** refers to the list of tasks to be undertaken by the coach as published in the position description at the time of calling for nominations;

**“Sport Performance and Review Committee”** refers to the group established to manage and make decisions with respect to the ACTAS Academy Program as representatives of NACT, ACTAS and Netball Australia;

**“Talent and Performance Manager”** refers to the NACT employee responsible for developing, implementing and managing NACT’s Representative Teams and Academy Programs; and

**“Technical Director”** refers to the NACT employee responsible for providing technical leadership to NACT high performance programs including technical program oversight with a focus on athlete and coach development.

### **3. APPOINTMENT PHILOSOPHY**

3.1. NACT coaches will be appointed with the following overriding objectives:

- a) To provide a pathway for ACT Coaches who wish to represent Australia;
- b) To identify and support ACT Coaches for the transition into national elite programs;

- c) To deliver a daily training and competition environment that embodies a high performance culture;
  - d) To achieve success at National Netball Championships, Australian Netball League and other representative sanctioned events; and
  - e) To enhance individual athlete development to achieve success within the National Athlete Pathway.
- 3.2. In implementing the Appointment Philosophy, NACT is committed to achieving the key performance indicators as identified in:
- a) NACT's Strategic Plan with reference to the Statement of Success; and
  - b) Netball Australia's High Performance Plan 2014 - 2019.

#### **4. ELIGIBILITY CRITERIA**

- 4.1. Subject to this Policy, coaches seeking to nominate for a NACT Representative Team and/or Academy Program must meet the following criteria:
- a) For a Head Coach
    - i. Advanced Level Coaching Accreditation or higher;
    - ii. Hold a valid Working with Vulnerable People Registration card;
    - iii. Hold a valid First Aid certificate;
    - iv. Meet the eligibility criteria outlined by Netball Australia; and
    - v. Be available for key dates outlined in the Event Supplement.
  - b) For an Assistant Coach
    - i. Intermediate Level Coaching Accreditation or higher;
    - ii. Hold a valid Working with Vulnerable People Registration card;
    - iii. Hold a valid First Aid certificate;
    - iv. Meet the eligibility criteria outlined by Netball Australia; and
    - v. Be available for key dates outlined in the Event Supplement.

#### **5. APPOINTMENT PANEL**

- 5.1. The Appointment Panel will consist of a minimum of two (2) and maximum of three (3) members, which are determined as follows:
- a) For a Head Coach
    - i. NACT Talent and Performance Manager;
    - ii. NACT Technical Director; and
    - iii. A representative of Netball Australia and/or ACTAS if required

- b) For an Assistant Coach
    - i. NACT Talent and Performance Manager;
    - ii. NACT Technical Director; and
    - iii. The Head Coach of the respective Representative Team or Academy Program the Assistant Coach has nominated for.
- 5.2. The General Manager may replace a member of the Appointment Panel with an independent member where:
- a) A member of the Appointment Panel is unavailable; or
  - b) An identified or perceived conflict of interest arises between a member of the Appointment Panel and the nominating coach.

## **6. APPOINTMENT CRITERIA**

- 6.1. The Appointment Panel shall recommend coaches who, in their opinion, have the best chance of achieving success with the corresponding Representative Team and/or Academy Program.
- 6.2. The Appointment Panel is to consider any factor, or combination of factors that is, in the opinion of the Appointment Panel, relevant for consideration when selecting a coach. Without limiting the discretion of the Appointment Panel, the following may be considered:
- a) Meeting the Appointment Philosophy outlined in clause 3;
  - b) Meeting the Eligibility Criteria outline in clause 4;
  - c) Demonstrated ability to deliver the Specific Responsibility outlined in the position description which is published at the time of nominations;
  - d) Performance at previous National Netball Championships and/or the Australian Netball League;
  - e) Performance at ACT State League, ACT Junior Netball Championships and other local competitions;
  - f) Overall consistency in performance across previous events and/or competitions;
  - g) Display individual high performance behaviours and strengths that may contribute to the performance of the team as a whole; and
  - h) Willingness and ability to fill and/or complete a role that may enhance NACT's success.
- 6.3. The Appointment Panel may recommend a coach outside of the Representative Team and/or Academy Program they nominated for provided the coach:
- a) Is better suited to the position recommended than that which they nominated for based on the development needs to the Representative Team and/or Academy Program;
  - b) Holds the qualifications required for the Representative Team and/or Academy Program they are being recommended for; and
  - c) Have been consulted to confirm availability to deliver the requirements of the Representative Team and/or Academy Program they are being recommended for.

- 6.4. In the event that a coach nominates for appointment as a Head Coach and Assistant Coach, consideration and appointment to the Head Coach position will take priority to that of the Assistant Coach.
- 6.5. Coaches will only be recommended into one Representative Team in any given calendar year however an exemption to this rule may be provided if agreed by the Appointment Panel.
- 6.6. Coaches will only be recommended into one Academy Program in any given calendar year however an exemption to this rule may be provided if agreed by the Appointment Panel.
- 6.7. Coaches may hold a position with a Representative Team and an Academy Program concurrently.

## **7. REPLACEMENT OF COACH**

- 7.1. Coaches may be replaced at the discretion of NACT as a result of their own withdrawal, disciplinary action, a breach of this Policy or any other relevant policies implemented by NACT, ACTAS or Netball Australia.
- 7.2. A coach nominated as a replacement must:
  - a) Meet the eligibility criteria outline in this Policy; and
  - b) Have nominated and completed the appointment process.
- 7.3. In the event that no coach is deemed suitable, the position may:
  - a) Depending on the duration of the program, remain vacant for the duration of the Representative Team and/or Academy Program being covered by a conglomerate of coaches appointed to other Representative Teams and/or Academy Programs;
  - b) May be filled at a later stage at the discretion of the Appointment Panel; or
  - c) Assistant Coach may be elevated to the Head Coach position if they hold the appropriate accreditation level and experience.

## **8. APPOINTMENT PROCESS**

- 8.1. Calls for nominations will be distributed:
  - a) At least 20 weeks prior to the official start date of the corresponding tournament/season for all Representative Teams; or
  - b) At least 16 weeks prior to the official start date of the corresponding Academy Program.
- 8.2. Nominations will be electronically distributed, including but not limited to:
  - a) Email notification to District Presidents, Associations and Coaching Convenors;
  - b) Email notification to current and/or previous NACT coaching staff; and
  - c) Advertisement on Netball ACT Webpage and social media accounts.
- 8.3. On review of the nominations, the Appointment Panel will shortlist the candidates that meet the criteria outlined in this policy and, in the Appointment Panel's sole opinion are suitable for a coaching role. The Appointment Panel will determine and notify applicants of the process to narrow the shortlisted candidates to a recommended applicant.

- 8.4. In the event that only one applicant is received, the Appointment Panel shall only appoint the applicant if it is determined that they meet the Eligibility Criteria and Appointment Criteria.
- 8.5. The Appointment Panel will provide a list of the recommended applicants to the General Manager for approval.

## **9. ANNOUNCEMENT OF SELECTION**

- 9.1. Announcement of appointment to a Representative Team and/or Academy Program will be done in two parts, an individual coach's notification followed by a public announcement.
- 9.2. Individual coaches will be notified of their appointment or non-appointment by a member of the Appointment Panel with the method of notification to be at the discretion of the Appointment Panel.
- 9.3. Public announcement of the appointment to a Representative Team and/or Academy Program is to be made three (3) days after individual coaches are notified and have accepted the position. Without limiting the communication channel, the following may be considered:
  - a) Posting on NACT's website;
  - b) Status update on NACT's social media networks;
  - c) Electronic distribution email to NACT's members and supporters; and
  - d) Media release to local media outlets.
- 9.4. Feedback for non-appointed coaches will only be provided upon request as follows:
  - a) Coaches are to request feedback in writing to NACT's Program Administrator;
  - b) Written feedback is to be provided to the coach within five (5) business days of the Program Administrator receiving the request; and
  - c) Follow up meeting with coaches will be on request and at the discretion of the Technical Director based on whether a meeting will provide further clarification.
- 9.5. All coach selections are to be approved prior to notification and public announcement.

## **10. REQUIREMENTS AFTER SELECTION**

- 10.1. Coaches appointed to NACT Representative Team and/or Academy Programs are required to:
  - a) Sign and return any agreements, consents or nomination forms required from time to time by NACT, ACTAS, Netball Australia and/or the Event Governing Body;
  - b) Abide and be bound by the requirements of the:
    - i. NACT policies and by-laws;
    - ii. Netball Australia policies;
    - iii. ACTAS scholarship contract, policies and the coaches code of conduct;
    - iv. Event Governing Body policies and by laws; and
    - v. World Anti-Doping Agency and Australian Sports Anti-Doping Authority.
  - c) Satisfy the commitments outlined in the NACT Coaches and Volunteers Deed.

- d) Coaches appointed to a Representative Team and/or Academy Program will be required to participate in a post tournament/program de-brief and/or performance review to be conducted by the Talent and Performance Manager and/or Technical Director.

## **11. APPEAL PROCESS**

- 11.1. An eligible coach who fails to be appointed to a Representative Team and/or Academy Program pursuant to the process and criteria set out in this Policy may appeal against omission from the team as set out in this section.
- 11.2. The sole grounds of any appeal are that the coach's non-appointment from the Representative Team and/or Academy Program was a result of a failure by the Appointment Panel to properly apply the Appointment Criteria set out in this Policy.
- 11.3. Any appeal under this clause will proceed in accordance with NACT's Appeals Policy.

## **12. POWER TO AMEND**

- 12.1. This Policy can be amended or rescinded at any time by NACT if NACT is of the opinion that such an amendment is necessary as a result of any change in the Netball Australia guidelines, to give effect to the Policy following discovery of a drafting error or oversight or for any other reason determined to be in the best interest of NACT by NACT. NACT shall not be liable in any way to anyone as a result of any such amendment but will notify all coaches of the amendment via publication on the NACT website.