

## **Byron Bay Junior AFL Club – Coaching Selection Policy**

- All the Byron Bay Junior AFL Club (BBJAFL) coaching positions are declared vacant at the cessation of each season.
- All coaching positions will be appointed at the discretion of the BBJAFL management committee.
- An advertisement for Expressions of Interest (EOI) will be placed on the club's website and distributed broadly via email to the club's player/parent/coach contact list at the end of each season.
- The management committee will have the discretion to seek additional candidates by whatever means they see fit including wider advertising in local papers, following up other recommendations etc.
- A coaching selection sub-committee will be appointed by the management committee to interview all candidates and make recommendations to the management committee for ratification.
- All applicants will be required to submit a written BBJAFL Coaching Application, available on-line or by contacting the club coaching co-ordinator.
- All applicants will be subject to an interview regardless of whether they are the only applicant. As part of this process, it is a requirement that all applicants sign the BBJAFL Coaches Code of Conduct and commit to follow the club's policies, procedures and philosophies. The BBJAFL Coaches Code of Conduct can be accessed on the BBJAFL website.
- It is expected that all coaches appoint an assistant coach(s) who will be subject to the same interview process. Wherever possible, the coach and assistant coach(s) will be interviewed at the same time. Where a coach doesn't appoint an assistant, the club may make this appointment.
- The coaching application, the interview and response to questions from the coaching selection sub-committee will be used as the basis for evaluation of coaching applicants.
- All appointments will be confirmed in writing.
- In normal circumstances appointments will be made by the end of December of the preceding year; appointments for teams finalising team numbers will be made as early as practicable in the new year. It is expected that all appointments will be finalised prior to Registration day.
- The AFL Northern Rivers Juniors League (AFLNRJ) requires all coaches to attain minimum Level 1 Football coaching accreditation.
- BBJAFL will sponsor all coaches to attend training to attain these qualifications.
- BBJAFL will also encourage any coach to obtain their Level 2 accreditation where it is deemed appropriate.
- Consistent with state legislation and AFL Northern Rivers Juniors policy all parent coaches, trainers and team officials are required to obtain a Working with Children check.