



SHARKS

Hillside Football Club



JUNIOR COACHING

APPLICATION HANDBOOK



HILLSIDE FOOTBALL CLUB - COACHING SELECTION POLICY

- All Hillside Football Club coaching positions are declared vacant at the cessation of each season
- All coaching positions will be appointed at the discretion of the Hillside Football Club executive 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 executive 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 panel will be appointed by the executive committee to interview all candidates and make recommendations to the executive committee for ratification
- All applicants will be required to submit a written Coaching Application, available on-line or by contacting the club secretary
- 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 Hillside Football Club Coaches Code of Conduct and commit to follow the club's policies, procedures and philosophies. The Hillside Football Club Coaches Code of Conduct can be accessed on the Hillside Football Club website
- The coaching application, presentation during 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 after discussion with the Executive Committee
- In normal circumstances appointments for Levels U12, U14 and U16 will be made by the end of October / November of the preceding year; appointments for other levels will be made as early as practicable in the New Year. It is expected that all appointments (other than possibly U10) will be finalised prior to Registration day
- The Essendon District Football League (EDFL) requires all coaches to attain minimum Level 1 Football coaching accreditation
- All coaches to attend training to attain these qualifications
- Hillside Football Club will also encourage any coach to obtain their Level 2 accreditation where it is deemed appropriate
- Consistent with state legislation and EDFL policy all coaches, trainers and team officials are required to obtain a Working with Children check

COACHING YOUTH PLAYERS

Coaching 13-to-17 year old player groups has been nationally identified by the majority of sports as the most demanding and difficult period for coaches and proportionally one of the most essential and challenging times for young athletes as they come to terms with the associated middle adolescence phase of life.

The key to successful youth coaching is via leadership not authority

These crucial player development years, which coincide with both physical and emotional changes as childhood behaviours are adapted, requires youth coaches to embrace a coaching philosophy that is competency driven, appropriate to the players age and skill ability and relevant to the competition environment: community football.

A good example has twice the value as good advice

The youth coach needs to measure the season's success via player skill development, continued player participation and maximum game time provided to all players: positional rotations.

Coaches may not be able to make youth better footballers; however they can make better people for the experience

The AFL competition and its associated coaches have a major influence on coaches, parents, volunteers and administrators involved at the community level of participation.

It is vital to note that the methods, standards and coaching philosophies that serve this elite national competition should not necessarily be viewed as Best Coaching Practices given your role and responsibility as a community Youth Coach of a 13-to-17 year old developing player group.

Administrators, Coaches, Players, and Umpires are all travelling on the development pathway, hence the overall understanding, maturity and leadership required from you, the Coach.

None of us are responsible for all the things that happen to us, but we are responsible for the way we act when they do.

In conclusion, one can fully appreciate the demands and requirements placed on the volunteer community youth coach; however in time you will look back on your involvement with pride and personal memories of a job well done.

Although the games score lines will be forgotten, building character and implanting life skills into young people will endure.

VILIFICATION AND DISCRIMINATION

In 2012, a new community based Vilification and Discrimination Policy was introduced across the country that states:

"No League Participant or Club Official shall engage in conduct which may reasonably be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:

Race; Religion; Gender; Colour; Sexual preference, orientation or identity or Special ability or disability.

The Hillside Football Club enforces this policy.

HILLSIDE FOOTBALL CLUB CONSTITUTIONAL RULES REGARDING JUNIOR TEAMS

All successfully appointed coaches are to adhere to the following constitutional rules regarding game time for junior players:

1. Under 12 players and older are picked on their ability by the coaching staff to play in the highest division team and then to subsequent lower division teams.
2. In the Junior levels (Under 10's and Under 12's) we will have a team maximum of 24 players and all players in all divisions and in all games are to play a minimum of three quarters (3/4) of football. The exception will be finals where this rule is at the discretion of the coach. However all players must play at least two full quarters (2/4) of football. This will be subject to coaching rule 34(3) d.
3. In the levels Under 14's and older we will have a team maximum as allowed by the league, and all players, in all divisions and in all games are to play a minimum of two full quarters (2/4) of football. The exception will be finals where this rule is at the discretion of the coach. However all players must play at least one full quarter (1/4) of football. This rule will be subject to coaching rule 34(3) d.

WHERE DO I START?

All coaching applications will be for age groups only - NOT for Divisions within that age group.

The most important skill to possess is that of being able to represent yourself, and your knowledge.

1 – Prepare a CV

The first and most basic step in getting a job is to prepare a CV outlining your previous positions and experiences as a coach. It is a personal choice whether or not to include the results of each year that you coach.

2 - Document Your Football Philosophies

Prepare a document outlining your football philosophies. These are the points that define you as a person and define the way you coach. Your football philosophy is a collection of thoughts and ideals, made up from your years of experience.

Good coaches rely on their philosophies in good times and in bad, and they never deviate from them. These philosophies will afford you some guidance throughout the season, makes you appear more professional, and allows the selection panel to understand what makes you tick.

3 – Research the Club

The next phase in your application should be research. It pays to know the club you are speaking to. Learn its history, who the Executive and Committee members are, and the strength or weaknesses of the previous years playing list. Understanding this last factor allows you the opportunity to discuss and find ways to improve it.

4 – Prepare a Presentation

Sell yourself to the club during your interview. Look professional, dress appropriately and come prepared. Having said that, it is important to be relaxed. That is, don't be too intense. Many coaches can confuse professionalism with intensity. Keep it light hearted but to the point.

In your presentation

- Start with some personal information, coaching history, your philosophy, any educational qualifications and finally address any questions as outlined by the club.
- As you go through your presentation seek verbal feedback from the interview panel to make sure they understand your message and to address any issues they may have.
- Present what you will bring to the club, should you be appointed. Outline what training and game plans you will implement. Be realistic, be honest and be ready to discuss any options that you put forward.

5 – Prepare Questions for the Interview Panel

Finally, prepare some questions to ask the interview panel about the club, player list or other items of interest to you.

CONCLUSION

The interview outcomes will be based on the 5 above mentioned points of discussion. A score card will be presented to you in writing along with your interview outcome at the conclusion of all interviews within your applied age group.

ESSENDON DISTRICT FOOTBALL LEAGUE - CODES OF CONDUCT - COACHES

- Abide by the Laws and Rules – always operate within the Laws of the Game and Rules of your club and the League and teach your players to do the same.
- Teach the Rules – rules are mutual agreements which nobody should break.
- Group players competitively – give all players equal attention and opportunities, everyone needs and deserves equal time.
- Avoid overplaying talented players – be reasonable in your demands on player's time, energy and enthusiasm.
- Maximise fun – place winning in perspective, remember that young people participate for pleasure and winning is only part of it.
- Stress safety always – make sure equipment and facilities meet safety standards and suit the age and ability of your players.
- Consider maturity levels – devise training programs to suit all, ensure any physical contact with a young person is appropriate to the situation and necessary for the player's skill development.
- Develop team respect – for opponents, umpires, parents, officials, spectators and coaches.
- Recognise the importance of proper injury treatment – treat sick and injured players with care and seek professional advice on whether injured players are ready to resume training or competition.
- Keep up to date – with coaching practices and the principles of physical growth and development.
- Attain coaching accreditation and update regularly.
- Avoid derogatory language – based on gender or race, create opportunities for participants to learn appropriate sports behaviour, lead by example at all times.
- Respect to all –respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- I abide by the guidelines set forth in the AFL Drug Policy and reject the use of performance enhancing substances in sport.
- Be supportive of any development strategies that are promoted by our governing body.



COACH REGISTRATION PERMIT FORM

(please use **BLOCK LETTERS** when completing this form)

Registration No.....(Please attach a copy of AFL Accreditation Card)
Or Attending a Certified Coaching Course this year at.....

I,.....Date of Birth.....

Address.....Suburb.....

Postcode.....Phone (H).....(W).....

Hereby make application to register as coach of theGrade/Age Group
Team of theFootball Club, and seek permission to register as
coach with the Club subject to due compliance with the requirements of the League/Association
with which such Club is affiliated. I hereby agree to be bound by the rules and regulations of
such League/Association as they are presently constituted and amended from time to time. I
further acknowledge that my failure to adhere to the rules and regulations of the
League/Association may result in my permit being de-registered.

Are you at present under disqualification for any misdemeanours? Yes / No (circle one)

If YES, give details.....

Have you previously coached Australian Football? Yes / No (circle one)

If YES, provide information requested below on club or clubs you have previously coached.

Club.....League/Assoc.....Year.....

Club.....League/Assoc.....Year.....

Club.....League/Assoc.....Year.....

Level of coach accreditation attained:

Level One (Venue).....Year.....

Level Two (Venue).....Year.....

Level Three (Venue).....Year.....

Are you a current member of Australian Football Coaches Association Vic? Yes/ No (circle one)

If Yes, name your Region A.F.C.A. Vic Branch.....

I am a holder of a Working with Children Check, Card No.....Expiry Date / /

I DECLARE that the particulars provided in this form are, to the best of my knowledge and
belief, true and correct.

Signed by.....being the coach referred to herein. Date / /

I DECLARE that all the information set out in this form is true and accurate in every respect and
that this form was signed and dated by the applicant player in my presence.

Signature.....Date / /

Signed by the Club Secretary: On behalf ofFootball Club.



JUNIOR COACH – Position Description

Objective

- To provide the highest standard of coaching and development to the players of the appointed grade of competition.

Responsibilities

- To coach in line with the guidelines outlined in the Hillside Football Club Application Handbook
- To adhere to the EDFL Code of Conduct for Coaches at ALL times on and off the field.
- Promote the importance of club members adhering to the AFL Kids First Policy.
- Develop and establish an appropriate pre season training program.
- Instruct the players placed under their care generally and to see that all players carry out sufficient training.
- Liaise with Junior Coordinators and other junior grade coaches to establish a consistent coaching policy throughout the Club.
- Assist with junior development of the Club where possible or appropriate.
- Provide game day coaching expertise.
- Attend Club functions as organised by the Clubs Committee.
- To promote sponsors within our football club.

Accountability

- Accountable to the Club Executive

I hereby acknowledge and accept my duties associated with the appointed Under _____ Division _____ coaching position for season _____ at the Hillside Football Club. I understand that failure to comply with club policies and position description may result in disciplinary action, up to removal from the appointed position, at the discretion of the Executive Committee.

Appointed Coach Signature

Print Name

President Signature

Print Name

Date