

Performance Pathway Program

Coach Selection Criteria

Amendment

Swimming WA reserves the right to amend any component of this version of the document. Publications of versions will be articulated within this document.

Scope

The purpose of this selection criteria is to inform the selection of coaches for Performance Pathway Program Squad and Team training camps and competition opportunities. The appointment of coaches for skill development clinics and other related activities are out of scope for this document.

This policy encompasses the following coaching roles:

- Lead Coach
- Assistant Coach
- Apprentice Coach

Roles and Responsibilities of the coaching roles within the scope of this selection criteria can be found [here](#).

Aim

This selection criteria will aim to provide a supportive team to aid athlete performance and development at Performance Pathway Program activity, in addition to enhance the provision of appropriate learning experiences for coaches.

Definitions

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| Accreditation | Recognition of a person's qualifications enabling them to complete certain activities |
| Good Standing | Person whom has fulfilled the requirements for their membership, including financial requirements and adherence to policies, guidelines and other governance documentation |
| National Police Clearance | Document containing a list of a person's disclosable court outcomes and pending charges, delivered by the Western Australia Police Force |
| Performance Pathway Program | Athlete talent identification and development program operated by Swimming WA |
| Swimming Australia | Governing Body for the sport of Swimming in Australia |
| Swimming WA | Governing Body for the sport of Swimming in Western Australia |
| Working with Children Check | Compulsory screening for people engaging in child-related work in Western Australia, operated by the Western Australian government |

Criteria

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| <p>Selection Principles</p> | <p>Team Performance Swimming WA will select a team of coaches that will provide the best environment for the athletes to develop and perform at the activity.</p> <p>Diversity Swimming WA will provide equal opportunities for all coaches that are eligible for and warrant selection. Therefore, Swimming WA will aim to select coaches, using the following guidelines:</p> <ul style="list-style-type: none"> - Minimum of one (1) male and one (1) female coach per activity where two or more coaching roles are made available. - Maximum of one (1) coach per club per activity - Prioritise applicants that have not been selected for Performance Pathway Program activity within the last six (6) months <p>The application of selection principles and guidelines above are at the discretion of Swimming WA, dependent on whether applicants are of comparable standing based upon coach eligibility and selection criteria components.</p> |
| <p>Coach Eligibility</p> | <p>In order to be consideration for selection, coaches must meet all minimum requirements listed below:</p> <p>Lead Coach</p> <ul style="list-style-type: none"> - Current financial and registered coach member of Swimming WA - Be in good standing with Swimming WA - Current (or currently completing) Swimming Australia coach accreditation of Advanced or higher - Current Working with Children Check - National Police Clearance within the last 24 months <p>Assistant Coach</p> <ul style="list-style-type: none"> - Current financial and registered coach member of Swimming WA - Be in good standing with Swimming WA - Current (or currently completing) Swimming Australia coach accreditation of Advanced or higher - Current Working with Children Check - National Police Clearance within the last 24 months <p>Apprentice Coach</p> <ul style="list-style-type: none"> - Current financial and registered coach member of Swimming WA - Be in good standing with Swimming WA - Current Swimming Australia Development coach accreditation or higher - Current Working with Children Check - National Police Clearance within the last 24 months |

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| Selection Criteria | <p>Essential Skills and Experiences</p> <p>Lead and Assistant Coach</p> <ul style="list-style-type: none"> - Excellent interpersonal skills with a wide range of stakeholders, primarily home coaches and athletes - Experience leading high performing teams, inclusive of coaching, performance services and athlete cohorts - Experience coaching state-identified athletes competing at national level - Experience fostering relationships and collaborating with a wide range of stakeholders for the betterment of the athlete - Demonstrated commitment to self-development - Demonstrated ability to act in a professional manner - Adherence to Swimming WA SPIRIT Values <p>Apprentice Coach</p> <ul style="list-style-type: none"> - Excellent interpersonal skills with a wide range of stakeholders, primarily home coaches and athletes - Experience coaching athletes competing (or working towards competing) at national level - Demonstrated commitment to self-development - Demonstrated ability to act in a professional manner - Adherence to Swimming WA SPIRIT Values |
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Process

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| Selection Process | <ol style="list-style-type: none"> 1. Applications will be called for periodically on an as needs basis 2. Applications reviewed by a formed selection panel 3. Panel recommendations must be ratified by Chief Executive Officer 4. All applicants notified of outcome within fourteen (14) days of closure of applications |
| Selection Panel | <p>Swimming WA Athlete Pathways Manager Swimming WA General Manager – Competitive Pathways Swimming WA General Manager – Participation and Member Services or equivalent Swimming WA representative Swimming Australia Technical Lead (Western Australia/South Australia) Independent representative from the coaching community</p> |
| Appeals Process | <p>Disputes relating to decisions and application of this policy are bound by Part Four (Dispute Resolution, Mediation and Disciplinary Action) of the Swimming WA Constitution which can be found here.</p> |

Version

| Version | Date of Publication | Published by | Approved by |
|---------|---------------------|--------------------------|-------------|
| 1.0 | 28/10/2023 | Athlete Pathways Manager | CEO |
| 2.0 | 20/10/2024 | Athlete Pathways Manager | CEO |

Appendix I: Schedule of Honorarium Payments

Swimming WA will provide an honorarium to contribute towards expenses or lost earnings associated with time spent away from the appointed coaches' employment., for Lead and Assistant Coaches ONLY.

Swimming WA will cover all travel costs, for ALL appointed coaches, as reasonably expected, including but not limited to flights, accommodation, and meals. Swimming WA will also cover all competition and training costs as reasonably expected in line with the Swimming WA Travel and Expenses Reimbursement Policy.

Lead Coach

| Current (or enrolled to) Coach Accreditation Level | Full Day (\$) | Half Day (\$) |
|--|---------------|---------------|
| Performance | 372 | 186 |
| Advanced | 306 | 153 |

Assistant Coach

| Current (or enrolled to) Coach Accreditation Level | Full Day (\$) | Half Day (\$) |
|--|---------------|---------------|
| Performance | 336 | 168 |
| Advanced | 276 | 138 |
| Development | 216 | 108 |

* Full day rate is defined as on a tour for more than or equal to six (6) hours on a given day. Half day rate is defined as on a tour for less than six (6) hours on a given day. Coaches will be remunerated an additional half day on top of their allocated amount for each tour to cover time spent delivering tasks prior to travel in line with their roles and responsibilities.