

Ripple Effect Coaching 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 the Ripple Effect Coaching Program.

Ripple Effect Coaching Program aims to develop the capability of the coaching workforce, to enable the progression of future athlete performance. Ripple Effect Coaching Program will deliver this through targeted planning, intervention and mentoring solutions with selected coaches.

Definitions

Accreditation	Recognition of a person's qualifications enabling them to complete certain activities
Good Standing	Person who has fulfilled the requirements for their membership, including financial requirements and adherence to policies, codes of conduct, 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

Selection Principles	<p>Swimming WA will select a maximum cohort of eight (8) coaches using the following principles:</p> <p>Future Performance Swimming WA will select a cohort of coaches that will positively impact athlete performance through the future Olympic and Paralympic cycles.</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 a maximum of eight (8) coaches with a gender balance of not less than two (2) male and two (2) female coaches.</p> <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>
Coach Eligibility	<p>In order to be considered for selection, coaches must meet all minimum requirements listed below:</p> <ul style="list-style-type: none"> - Current financial and registered coach member of Swimming WA - Current Swimming Australia Accredited Coach holding a Development Coach or higher accreditation - Current Working with Children Check - National Police Clearance within the last twelve (12) months - Be in good standing with Swimming WA as outlined in the definition - Endorsement of the application by the nominated club official - Not involved in Swimming Australia HP Unit coach development activities for the previous 12 months, or selected for upcoming activities, as at date of application* - Ability to fulfill program requirements, such as ability to travel and ability to commit the required amount of hours** <p>* Activities include but not limited to Junior Dolphins and Dolphins team selection, Performance Pathway and HP Coach conferences or Swimming Australia Coach Capture projects</p> <p>** It is expected that the coach commits to an average of 16 hours p/month within the program, and may include intrastate/interstate travel, such as external daily training environments or conferences</p>

Selection Criteria	<p>Essential Skills and Experiences</p> <ul style="list-style-type: none"> - Experience working with athletes competing at or a trajectory towards national age group level - Excellent interpersonal skills - Demonstrated self-awareness and ambition towards personal goals as a career swimming coach - Demonstrated commitment to self-development - Demonstrated ability to act in a professional manner and adherence to Swimming WA SPIRIT values
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Process

Selection Process	<ol style="list-style-type: none"> 1. Applications will be called for via direct and indirect communication methods 2. Applications endorsed by the nominated club official 3. Applications reviewed by a formed selection panel 4. Panel recommendations must be ratified by Chief Executive Officer or equivalent Swimming WA representative 5. All applicants notified of outcome within fourteen (14) days of closure of applications <p>Closing date for applications: 23:59 21st July 2024. Late applications may not be accepted</p>
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) Appointed Program Lead</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	28/06/2024	Athlete Pathways Manager	CEO