

Swimming WA Performance Pathway Tours Coach Selection Criteria

Updated June 2023

Swimming WA, in partnership with Swimming Australia and WAIS, deliver the Performance Pathway Program.

Purpose of Performance Pathway Program

We will prepare athletes for future Dolphins Swim Team selection.

Strategy of Performance Pathway Program

We will provide activity that adds value to the athletes' daily training environment.

A key deliverable of the program is the provision of competition opportunities, supplementing learnings from the athletes' training environment.

Coaches are a fundamental delivery partner of the Performance Pathway Program and provide assistance to touring Performance Pathway Program teams.

Role Overview

Lead Coach

Lead the design and delivery of all performance-related activity prior to, during and post tour. This includes, but not limited to, training sessions and liaison with home coaches.

Assistant Coach

Assist the Lead Coach in the design and delivery of all performance-related activity prior to, during and post tour.

Apprentice Coach

Shadow and assist the Lead and Assistant Coaches in the design and delivery of all performance-related activity prior to, during and post tour, with emphasis on developing experiences and competencies for self-development in a coaching role.

Appendix I provides specific detail further than the role overview.

Essential Skills and Experiences

Lead and Assistant Coach

- 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 collaborating with a wide range of stakeholders for the betterment of the athlete
- Adherence to SWA SPIRIT Values

Apprentice Coach

- 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 in a coaching role
- Adherence to SWA SPIRIT Values

Eligibility

Lead Coach

(current as at date of respective tours)

- Current financial and registered coach member of Swimming WA
- Current (or currently completing) Swimming Australia coach accreditation of Advanced or Performance
- Current Working with Children Check
- National Police Clearance within the last 24 months

Assistant Coach

(current as at date of respective tours)

- Current financial and registered coach member of Swimming WA
- Current Swimming Australia Development coach accreditation or higher
- Current Working with Children Check
- National Police Clearance within the last 24 months

Apprentice Coach

(current as at date of respective tours)

- Current financial and registered coach member of Swimming WA
- Current Swimming Australia Development coach accreditation or higher
- Current Working with Children Check
- National Police Clearance within the last 24 months

Remuneration

Swimming WA will provide Lead and Assistant Coaches with an honorarium to cover time spent away from their home training environment and other commitments. Swimming WA will also cover all travel-related costs as reasonably expected, including but not limited to flights, accommodation, and meals. Swimming WA will also cover all competition and training-related costs as reasonably expected.

Lead Coach

Current (or enrolled to) Coach Accreditation Level	Full Day (\$)	Half Day (\$)
Performance	360	180
Advanced	300	150

Assistant Coach

Current (or enrolled to) Coach Accreditation Level	Full Day (\$)	Half Day (\$)
Performance	270	186.50
Advanced	210	105.50
Development	150	75

* 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.

As the Apprentice Coach role is a voluntary position, successful applicants will not be remunerated for their time. Swimming WA will cover all travel-related costs as reasonably expected, including but not limited to flights, accommodation, and meals. Swimming WA will also cover all competition and training-related costs as reasonably expected.

Selection Process

- Applications will be called for periodically on an as needs basis
- Applications reviewed by a panel consisting of:
 - o Swimming WA Athlete Pathways Manager
 - o Swimming WA General Manager – Competitive Pathways
 - o Swimming WA Coach and Official Development Manager
 - o Swimming Australia State Technical Lead
 - o Nominated Independent member of the coaching community
- Panel recommendations must be ratified by Chief Executive Officer
- All applicants notified of outcome within fourteen (14) business days of closure of applications