

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

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

Selection Principles	<p>Team Performance</p> <p>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</p> <p>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 paid Performance Pathway Program positions 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>
Coach Eligibility	<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 and Swimming Australia - 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 and Swimming Australia - 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 and Swimming Australia - Current Swimming Australia Development coach accreditation or higher - Current Working with Children Check - National Police Clearance within the last 24 months

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

Selection Process	<ol style="list-style-type: none"> 1. Applications will be called for periodically on an as needs basis 2. Assessment of good standing conducted by Swimming WA MPIO and Swimming Australia Integrity Manager 3. Applications reviewed by a formed selection panel 4. Panel recommendations must be ratified by Chief Executive Officer 5. All applicants notified of outcome within fourteen (14) days of closure of applications
Selection Panel	<p>Swimming WA Pathways Manager</p> <p>Swimming WA General Manager – Community or equivalent representative</p> <p>Swimming Australia Performance Coach Development Lead or equivalent</p> <p>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
3.0	21/03/2025	Pathways Manager	CEO

Appendix 1: 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.