
WATER POLO QUEENSLAND SELECTION POLICY

PLAYER & TEAM MANAGEMENT

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REVIEW HISTORY

Version	Revision No.	Date Reviewed	Date Endorsed	Content Reviewed/Purpose
1	2017/01	20/03/17	19/04/2017	Endorsed at WPQ Board Meeting (5/1617)

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1. SELECTION POLICY

1.1 Policy Statement

Water Polo Queensland (WPQ) has developed this policy to provide a transparent process with the philosophy of selecting the best possible teams.

This document lists the eligibility and selection procedures to be adhered to regarding WPQ representative teams.

1.2. Policy Coverage

1.2.1 Representative Team Members

This policy applies to the selection of representative team management positions and players.

1.3. Coaching & Team Management Nominees (Application/Selection)

- 1.3.1 The nomination forms for coaching and team management positions in WPQ representative teams will be published on the WPQ website.
- 1.3.2 Candidates seeking appointment/selection to a WPQ representative team should complete all sections of the application form and return it to the WPQ prior to the due date.
- 1.3.3 WPQ will confirm receipt of the application form by email.
- 1.3.4 No forms will be accepted after the due date.

2. ELIGIBILITY

2.1 Eligibility

2.1.1 Team Management

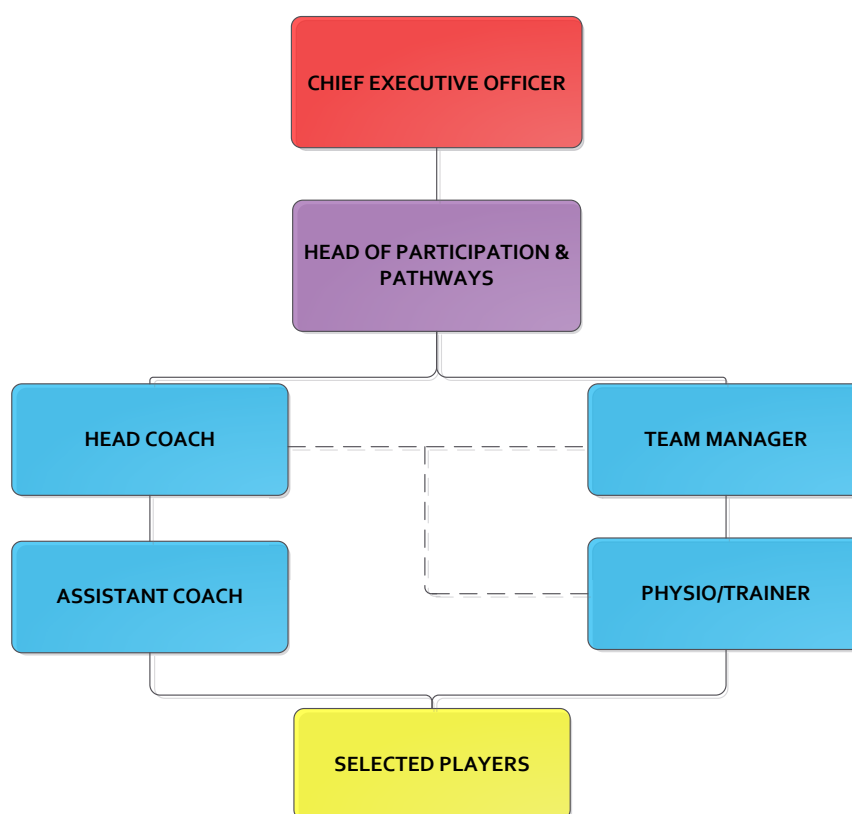
- Must be a registered and financial member of WPQ and/or a club or association of WPQ.
- Must not be subject to any disciplinary action or the investigation of disciplinary action.
- Must hold a current Blue Card or exemption.
- Must hold a current First Aid/CPR

2.1.2 Players

- Must be a registered and financial member of a club or association of WPQ.
- Must not be subject to any disciplinary action or the investigation of disciplinary action.
- Must be compliant with all applicable anti-doping policies, including those of FINA, the ASADA and WPA.
- Must be medically fit for competition and travel.

3. ROLES AND RESPONSIBILITIES

3.1 Roles and Responsibilities



- WPQ is responsible for the appointment and the ratification of all WPQ representative team members.
- All members of a WPQ representative team are responsible for ensuring they understand and adheres to the WPQ Code of Conduct and WPQ Travel Policy and at all times behave in a manner that is appropriate to being a member of a WPQ representative team.
- All members of WPQ representative teams must sign a coach or team manager or athlete agreement as outlined in Section 10

4. SELECTION PROCESS

4.1 Selection Committee(s) Responsibilities

The selection committees are responsible for selection of all, pending final ratification by the Chief Executive Officer, WPQ representative team positions for each respective representative team.

- The selection of the positions shall be majority vote.
- Where an individual holds more than one position on the selection committee an additional person will be appointed by the Head of Participation Pathways (e.g. a selection committee member is the Head Coach and QAS Coach)
- In the event of a tied vote, the Head of Participation & Pathways shall have the casting vote.
- Candidates who do not meet the eligibility criteria will not be considered for selection to a representative team.
- When selecting a representative team, the selection committee shall refer to the selection criteria in Clause 6 & 7.

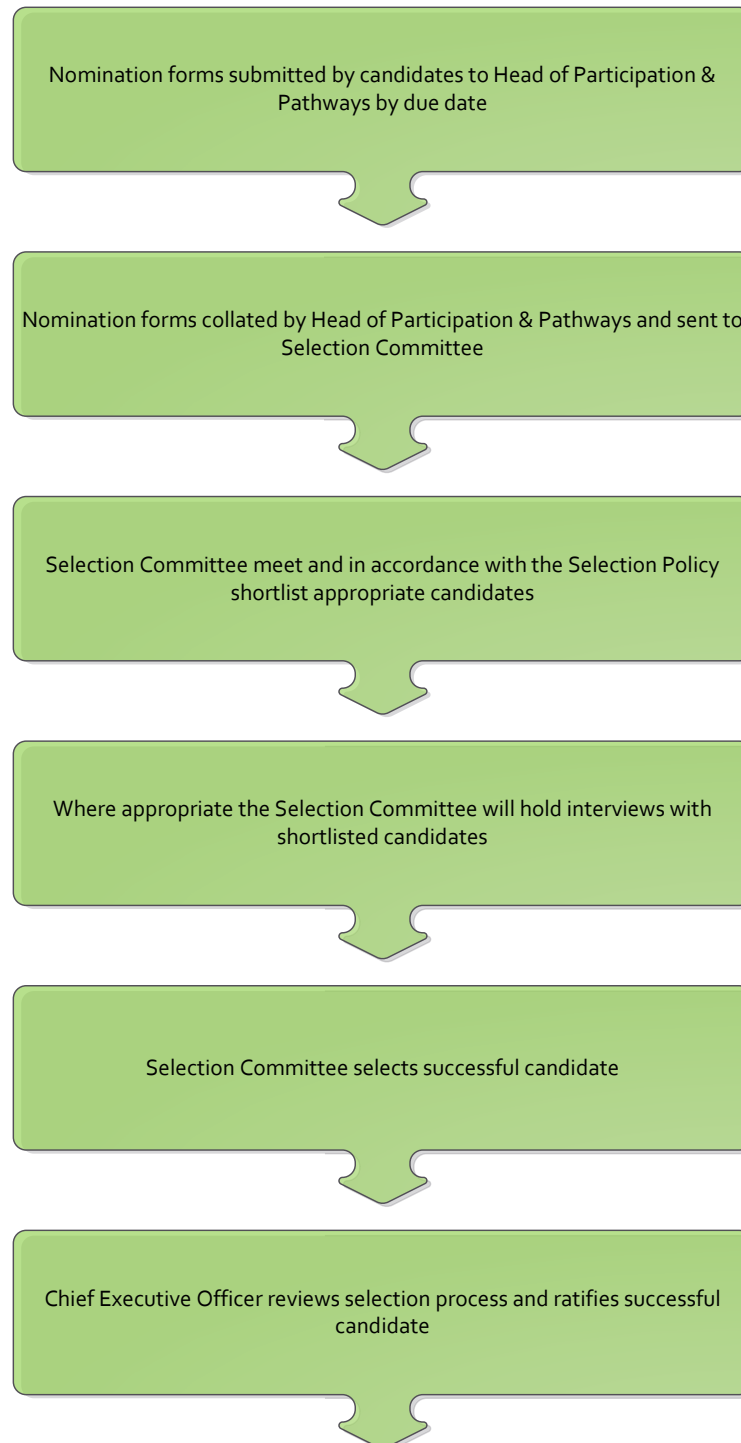
The successful and unsuccessful candidates will not be advised of selection until ratified by the Chief Executive Officer.

The Selection Committee(s) will be responsible for the selection of the following:

- Head Coach
- Assistant Coach(s)
- Team Manager(s)
- Players

5. TEAM MANAGEMENT SELECTION PROCESS

5.1 Team Management Selection



5.2 Team Management Selection Committee

The Team Management Selection Committee shall comprise of:

- Head of Participation & Pathways
- QAS High Performance Representative
- Athlete Development Director

5.3 Chief Executive Officer

The Chief Executive Officer is responsible for ratifying the team management positions referred to it by the Selection Committee including ensuring the selection process has been adhered to. Once ratified the successful applicants shall be announced and members notified by WPQ.

6. TEAM MANAGEMENT SELECTION CRITERIA

6.1 Head Coach

When selecting the team Head Coach the selection committee will consider:

- Whether the applicant has satisfied all the eligibility criteria in clause 2.1.1
- Ability to meet requirements of job description, role and responsibilities as defined in the call for nominations
- Previous experience with a WPQ representative team
- Compatibility with other representative team members
- Behaviour at previous state and national events
- The applicants availability to attend ALL representative team trainings and meetings
- Demonstrated ability or previous experience as a coach
- Any additional qualifications and/or skills that contribute towards a successful team experience
- All relevant WPA Coaching Accreditations

6.2 Assistant Coaches

When selecting the team Assistant Coaches the selection committee will consider:

- Whether the applicant has satisfied all the eligibility criteria in clause 2.1.1
- Ability to meet requirements of job description, role and responsibilities as defined in the call for nominations
- Previous experience on a WPQ representative team
- Compatibility with other representative team members
- Behaviour at previous state and national events
- The applicants availability to attend ALL representative team trainings and meetings
- Demonstrated ability or previous experience as a coach
- Any additional qualifications and/or skills that contribute towards a successful team experience
- All relevant WPA Coaching Accreditations

6.3 Team Managers

When selecting the Team Managers, the selection committee will consider:

- Whether the applicant has satisfied all the eligibility criteria in clause 2.1.1
- Ability to meet requirements of job description, role and responsibilities as defined in the call for nominations
- Demonstrated ability or previous experience in a team management position
- Whether the candidate has the qualities of empathy, patience and initiative
- The candidate's ability to multi task
- Demonstrated leadership ability
- Additional qualifications and/or skills that may contribute towards a positive and successful experience for the team
- Ability to meet requirements of job description, role and responsibilities as defined in the call for nominations

7. PLAYER SELECTION PROCESS & CRITERIA

7.1 Player Selection Committee

The player selection committee shall comprise of:

- Head of Participation & Pathways
- QAS High Performance Manager
- Relevant QAS Coach for applicable gender
- Head Coach

7.2 When Selecting Players for a representative team the selection committee will consider:

- Performance & improvement in events, these may include but are not limited to – state championships, regional matches, regional training centres, benchmarking sessions, high performance camps and/or squads, local club /school competition matches.
- Physical capacities – includes speed over a variety of distances, aerobic capacity, strength and agility.
- Technical competence – core skills and position specific skills.
- The demonstrated ability to contribute to the appropriate balance of athletes across the various specialist playing positions.
- ‘Tactical nous’ - includes reading the play, involvement in the game, on-field decision-making and positional flexibility.
- Ability and willingness to apply and utilise information provided by coaching staff and related to team or individual performance.
- Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
- Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
- Team/Squad orientation – an individual’s ability to develop positive rapport with other team members and influence the squad/team in a positive manner.
- Communication - the ability of the player to communicate positively with staff and be open to accepting suggestions from coaching staff regarding performance improvement. Players should be able to co-operate with and be receptive to coaching and support staff associated with the team.

7.3 Chief Executive Officer

The Chief Executive Officer is responsible for ratifying final team selections referred to it by the Selection Committee including ensuring the selection process has been adhered to. Once ratified the successful players shall be announced and notified by WPQ.

8. SELECTION WITHDRAWAL

8.1 Selection Withdrawal

A team member who is selected under this policy may be withdrawn by WPQ from the team should he/she:

- Breach of the Code of Conduct
- Breach the terms of this policy
- Breach or fail to comply with the WPQ Athlete Agreement
- Brings WPQ and/or the sport in to disrepute
- Is suspended in accordance with WPQ Disciplinary Procedure
- Has an illness or injury which the relevant selection panel's opinion prevents the team member from meeting the overall principles of selection
- Fails to meet the attendance requirements associated with their selection
- Fails to meet any financial obligations associated with their selection

9. APPEAL

9.1 Appeal Process

All appeals against the selection process must be directed in writing within 5 days of any decision to the CEO, QWPI for presentation and hearing by the QWPI Board. The appeal can only consider matters relating to a failure to follow the selection process as outlined in this policy.

10. PARTICIPATION AGREEMENTS

Athletes Agreement

Coaches Agreement

Team Manager's Agreement