



# Karori Junior Hockey Club Team Coach Appointment Policy

## 1. Policy Aims

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It is acknowledged that KJHC will usually only have “just enough” coaches, which is why group, or “cohort” training has been developed, in order to maximise our childrens’ exposure to the best available coaching. On occasion, however, KJHC will have more than one coach interested in coaching a team. The aim of this policy is to set a framework in which coach selection decisions, where they arise, are made in accordance within a robust framework taking into account qualifications and experience in coaching junior players.

## 2. KJHC Teams

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KJHC recognises that coaches are a scarce resource. We therefore want to develop and foster coaches within our club to ensure that as many of our players as possible have access to top coaching, in order to maximise their potential, and ability to progress.

### ***6 aside coaches***

The Coach Development Convenor will email all incumbent coaches in November each year and ask if they wish to coach again the following season and, if so, at which level.

Where there are more coaches who wish to coach than there are teams available to coach, coaches may be asked if they would be willing to work as co-coaches.

If there is no agreement to co-coach, then the Coach Development Convenor will invite all coaches who wish to be appointed to a team to submit a coaching CV.

Preference will be given to coaches who have:

- completed WHA or other coaching development workshops or seminars;
- coaching experience,
- hockey experience,
- reputation of player-development focussed behaviours,
- demonstrated commitment to support the club and player development,
- history of coaching at the club in previous years.

### ***11 aside coaches***

The Coach Development Convenor will call for expressions of interest for the position of 11 aside A and B girls and boys’ coaches by placing a notice on the Club website by 31 October each year. Applications will close on 30 November.

Where more applications are received than positions available, coaches may be asked if they would be willing to work as co-coaches.

If there is no agreement to co-coach, or the Coach Development Convenor decides that co-coaching would not be effective, then the Coach Development Convenor will invite the relevant coaches who wish to be appointed to submit a coaching CV.

In determining appointments, preference will be given to coaches who have:

- completed WHA or other coaching development workshops or seminars;
- coaching experience,
- hockey experience,
- reputation of player-development focussed behaviours,
- demonstrated commitment to support the club and player development,
- a history of coaching at the club,
- demonstrated understanding of the profile and needs at the athlete age group they wish to coach.

### **3. Inability to find a coach for a team or cohort**

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If no expressions of interest are received, the Coach Development Convenor may at their discretion:

- (a) approach a person who fits the coach criteria as closely as possible to see if they would be willing to coach;
- (b) advertise for coaches on websites at: WHA, KJHC and Karori Hockey Club.

### **4. Payment for coaches**

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KJHC works to ensure hockey is affordable for primary school children in our geographical area. KJHC is a 100% volunteer lead and run organisation.

KJHC principles of payments to coaches include:

- It is expected that all our coaches will provide their time free of charge.
- Where financially viable for the club the committee will look to offer coaches and their children access to merchandise and programmes (e.g. preseason) at cost.
- Any reasonable costs incurred by coaches (non-parents) to be able to participate in coaching e.g. public transport or babysitting costs, can be reimbursed at the discretion of the committee.
- The committee seeks to acknowledge coaches with a small gift at prize giving.

### **5. Conflicts of Interest**

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If the Coach Development Convenor has a conflict of interest (for example because they have applied to be a coach and another person has also applied to coach the same team), and there is no clear distinction between the candidates based on the stated criteria, then the committee will appoint a panel of three persons to decide on the appointment.

### **6. Coach Code of Conduct**

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All coach appointments are ratified by the committee. All coaches who elect to join our KJHC coaching community are required to agree to our Coach Code of Conduct.

## 7. Authority and Review

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Authorised by: KJHC Committee 2014  
Date: June 2014  
Updated: 23 June 2019  
Review date: As required  
Person Responsible: Coach Convenor and Convenor