



JUNIOR COACH RECRUITMENT & SELECTION PROCESS

The Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') is committed to a fair, consistent and professional recruitment and selection process for the appointment of its coaching staff. Our objective is to appoint suitably motivated & competent volunteers and support them to be quality coaches.

"We promote and foster sportsmanship, teamwork, respect and Rugby League skills in a fun and safe environment for all in the community"

1. RECRUITMENT

- An advertisement for Expressions of Interest for each Season will be called January. Applications should be submitted in writing.
- The number of coaches required will depend ultimately on the number of registrations for each age group.
- When receiving multiple Expressions of Interest the Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') committee will review and give consideration all application.

2. SELECTION PANEL

- Applicants will be processed by the Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') committee.
- The Selection Panel made up of the President, Secretary, junior vice president and senior vice president makes recommendations to the executive Committee for endorsement.
- The recommendations from the Selection Panel will be sent to the wider Committee for final ratification.

3. APPLICATION PROCESS

- Coaches wishing to re-apply – we encourage retention of good coaches, but applications must be made on a season by season basis. No coaching position automatically transfer to the following season.
- New Applicants - All prospective coaches must apply via the Expressions of Interest in writing.

4. INTERVIEW PROCESS

- The Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') committee will screen each applicant.
- The Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') committee may elect to interview applicant, either face-to-face or phone discussions may be held.

5. SELECTION CRITERIA

- It is not necessary for applicants to have coaching qualifications but if successful, it will be a requirement to attain the required Coaching Accreditation. The Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') will pay for the cost of the course for those successful applicants requiring accreditation.
- All applicants must hold a current Working with Children Check Card or undertake to apply for and hold this card, where possible prior to the commencement of pre-season training, or as soon as possible thereafter.
- Consideration will be given to the applicant's knowledge, experience and communication skills in relation to the age group they are applying to coach and for coaching in general.
- As a general guide, the panel & committee will take into consideration the number of consecutive years that an applicant may have already coached or a particular group of players. Ideally, it is preferred that this is no more than 3 consecutive seasons.

6. APPOINTMENT

- Successful candidates for each coaching position will be notified via phone & email.
- Applicants will be expected to respond in writing via email.
- Unsuccessful candidates will be notified via phone & email once the successful candidate has accepted the offer and terms of appointment.
- It is envisaged that appointments will be made by first week of March.

7. TENURE & TERMS OF APPOINTMENT

- Coaches are appointed for one (1) season tenure from the date of appointment and terminate on the night of the Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') AGM for the current season.

It is a requirement that all applicants follow the Holy Cross Rhinos Junior Rugby League Football Club ('Rhinos') policies, procedures and coaching philosophies. Specifically, coaches will be asked to uphold the Clubs Code of Conduct and will be required to attend coaches' meetings, team gatherings and relevant club events