



WAIKIRIKIRI HOCKEY

People. Pathways.
Performance.

Team Coach Selection Policy

This policy is written to align with the Waikirikiri Hockey (the Club) Strategic plan, as well as Hockey New Zealand and Canterbury Hockey Association's guidance which focus on encouraging participation and enjoyment in the younger years with increased levels of emphasis on teamwork and skills development as players move up the grades, leading to performance at the senior level.

Coaches focus on technical skills development, rules observance, teamwork, involvement and positioning in order to prepare players for the next level.

Responsible Parties

The Waikirikiri Hockey Coach Selection Panel is formed by the relevant Club Captain and the Coaching Manager.

Eligibility Criteria

In order to be eligible for selection as a Waikirikiri Hockey coach individuals must:

- Register interest in coaching a team via the pre-season expression of interest process.
- Meet all requirements set forth by the club, including agreeing to attend workshops, training, in season meetings and completing any mandatory training.
- Agree to a Police check being completed prior to the season starting.

If any requirements are not met then the individual(s) will be asked to comply or notified of their ineligibility.

Selection Criteria

The club may use a range of criteria it deems appropriate in order to select its Coaches which include but are not necessarily limited to or constrained by:

- A level of experience commensurate with the level of hockey being coached.
- Previous coaching experience (not necessarily hockey related).
- Demonstrated conformance to and compliance with the club code of conduct, behaviour expectations and coaching guidelines.
- Strong interest and commitment to child/athlete development including the principles of "Balance is Better".
- Commitment to the club and its long-term goals.
- Ability to maintain a positive team environment.
- Seniority – taken as time with a particular team.
- Evaluations from prior seasons.
- Feedback from CHA.



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Selection Process

The Senior Club Captain will canvas applications for all coaching positions via an expression of interest e-mail, review all applications by prospective candidates and in consultation with the Coaching Manager make a determination on the appropriate candidates for each Team.

In the Platinum Grades, the Club has a preference that players are not coached by a family member, to allow for player growth, unless this causes a situation where a team would not have a coach.

Where multiple coach candidates are of otherwise equal qualifications, an interview process or a coaching team approach will be explored.

In the event that the Waikirikiri Hockey Coach Selection Panel is unable to reach a unanimous decision, the decision will be discussed and voted on by a specially commissioned committee meeting.

The Senior Club Captain will advise all candidates of their status in the timeliest possible manner.

All decisions of the Waikirikiri Hockey Coach Selection Panel are final. Any grievance of the decision shall follow the Waikirikiri Complaint Process.