

Hoppers Crossing Soccer Club Inc

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Coaching Policy and Job Role

Background

Coaches are appointed by the Committee of the Hoppers Crossing Soccer Club (HCSC) on an annual basis. Coaches will report to an assigned and appointed Football Director (if position currently held), however will remain answerable to the HCSC Executive.

HCSC principle for player placement is that all players should play in their correct age group from commencement of each season. Refer to HCSC Team Selection and Player Placement Policy for further details.

Players who come into the club after commencement of the season will be placed in teams at the discretion of the Junior Coordinator utilising the HCSC Team Selection and Player Placement Policy.

HCSC has a preferred position for the appointment of merit-based, rather than parent coaches from the Under 14's upwards.

As a member of The Club, The Coach is bound by all rules and conditions set down by the Executive of Hoppers Crossing Soccer Club. Additionally The Coach must also adhere to those rules and conditions set down by the governing Football Federation Victoria.

Team Allocation

Experience shows that coaches come from parents of the playing group once a team is formed. HCSC encourages parents to participate and develop as coaches in line with player development. The guidelines for coaching and team allocation are:

Sub-juniors – may be a parent of a player or unqualified coach. Club will pay for FFV coaching courses to develop coach.

Juniors – Junior teams competing in an 'A' team league will have their teams coaching position advertised at the first opportunity that team is listed in an 'A' league. It is the objective of HCSC to develop this team to the level or maintain

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the level of A league where possible. HCSC will remunerate coaches at this level according to their experience.

For these teams it is not desirable that the team coach is a parent of a player. This is not to say it cannot happen, where possible HCSC aim to avoid it. This policy will take effect from 2011 onward.

Coach performance will be assessed at the completion of the season. A coach may or may not be reappointed for the following season regardless of results. HCSC may fund coaching courses at this level on terms agreed to by the coach and club.

Junior teams competing in leagues not listed as A may have parents as coaches. At this level coaches will be remunerated a token amount which generally equates to the reimbursement of a players fees (including membership). HCSC will fund coaching courses for coaches at this level.

Coaching Principles of Hoppers Crossing Soccer Club

1. Is a representative of the Club and its community and is on public display. Must have self-esteem. Leaders believe in themselves & show poise under pressure. Initiative: a good coach must have real energy, vibrancy and passion
2. Must represent principles of honesty, commitment and discipline.
3. Is a role model for all members of our club. That person must exhibit the right character traits and attitude to this game and to all sport.
4. Must accept that winning at the expense of enjoyment is not acceptable.
5. Must earn respect for themselves and the office they hold as coach. Knowledge of the game and how it is played at the age level.
6. Must create an environment of learning and development both of the person and their skills:
 - Conveying, rehearsing, mock pressure and performing under match conditions;
 - Tactical training, walk through's, understanding;
 - Game-specific training & teaching players the relevant points;
 - Encourages ambition and allows others to act;
 - Patience: be slow to criticise and quick to praise;
 - Assist with allowing players to develop at their own rate;
7. Must recognise and accept the many & varied roles that they play.

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- 8.** Above all else is a teacher. The coach must create a teaching and learning environment, which will contribute to the total development of the player.

 - Create structures & vision
 - Give players feedback
 - Use different techniques - verbal, visual, written, body language
 - Understanding the principles of proper teaching and activity
 - Must be a clear communicator providing clear instruction & feedback to the team & to individual players
- 9.** Must provide adequate and appropriate support & be approachable.

 - Be genuinely interested in players' welfare
 - Good listening encourages players to speak with confidence
- 10.** Must assist with the building of the Club culture and community.
- 11.** Liaise and work closely with the Club's designated Junior Coordinator and Football Director. A defined game plan is essential.
- 12.** Assist with the development of specific programs such as fitness and diet.
- 13.** Assist with the determination of appropriate playing positions.
- 14.** Build a network of support.
- 15.** Must be held accountable for their own conduct and the conduct of players and their support team.
- 16.** Must manage dealing with a wide range of players, officials and supporters. Needs to be proficient in behaviour management, and dealing with various individual personalities within the team.
- 17.** Must accept their role as team selector involved in the planning and selection of the best balance for the team representing the Club (pertinent to U/11 to U/16 coaches).
- 18.** Must be a student of the game continually seeking to upgrade his or her knowledge of the game.

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HCSC expectations of the Coach:

- Be absolutely committed to further self-development with the objective of further developing those players they are responsible for.
- Form an off field support team which will include at least one formally assigned Team Manager.
- Understand the role of the Team Manager who is also the representative of Club Management for your team. The Coach will be expected to develop a professional working relationship with the Team Manager & match day officials.
- The Team Manager is responsible for the organisation of match day officials, liaison with referees if required, and general match day administration matters including rostering of parents.
- Hold sufficient training sessions each week to maximise the development of players and their enjoyment of the game.
- Conduct training and fitness development that is based on programs initiated & developed by the appointed coach but with the endorsement of the Football Director.
- In conjunction with the Team Manager, liaise with the parents and players. Communicate decisions effectively and aim to ensure that all players and their parents appreciate their time with Hoppers Crossing Soccer Club.
- Be available and prepare thoroughly for Match day.
- Accept responsibility & accountability for the coaching equipment and inventory. Equipment needs to be returned to the club at the completion of each and every season prior to any remuneration payments being made.
- Attend & contribute to Coach's Meetings as well as other events, which may be called from time to time.
- Access to a mobile phone & current Driver's License.
- Enjoy themselves!

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What the Coach should expect of the Hoppers Crossing Soccer Club:

- Coaching equipment and inventory.
- Facility & budgeted funding to provide improvement & development as approved by the Club.
- The support & direction of the Junior Coordinator and Football Director.
- The Club will provide liaison with the Association & other bodies involved in junior football.
- Support in providing a Team Manager & other assistance as required.
- The Club will form teams & be responsible for recruitment.
- The handling of all matters relating to discipline, conduct, dispute & conflict resolution using principles of fair treatment and natural justice.
- Remuneration based on the coaches' job requirements and skill level.

Qualifications – Mandatory

- Satisfactory clearance of working with children checks.

Qualifications - Desirable

- Previous coaching & preferably playing experience.
- Achievement of minimum Level 1 Coaching Accreditation or making progress toward attainment of accreditation.

Other

This policy is written as a guide to effective junior coaching and team management at Hoppers Crossing Soccer Club. If coaches, managers or any person disagree with any aspect of this policy then this matter should be raised, in writing, with the Executive of HCSC so that the matter can be heard and determined in a fair and reasonable manner.

Policy checked and updated: Signed



1/1/2011