



POLICY: STATE COACH SELECTION

Policy No	32	Issue			1
Board Approval	June 2025	Review cycle	Annually	Next review	June 2026

Purpose

This policy outlines the process and criteria for the selection of coaches for the Junior, Premier, Senior A, Senior B, and Senior C state representative dragon boat teams. It aims to ensure that the most qualified, experienced, and capable individuals are appointed to lead teams to competitive success and athlete development.

Scope

This policy applies to all individuals applying for a Coach or Assistant Coach position for any State Team within the following divisions:

- Junior (U18/U24)
- Premier (Open Age)
- Senior A (40+)
- Senior B (50+)
- Senior C (60+)
- Regional

Eligibility Criteria

Applicants must meet the following minimum requirements:

- Hold a current and valid Dragon Boat Coaching Accreditation (Level 1 minimum)
- Be a member in good standing with DragonBoat SA
- Have a minimum of 2 years of coaching experience at club, regional, or state level
- Demonstrate knowledge of race strategies, training periodization, and athlete management

Selection Process

- Call for Applications

A formal Call for Applications will be published on the DBSA website and distributed to affiliated clubs. Applications will be open for 21 days from the date of announcement.

- Application Requirements

Applicants must submit:

- A completed Coach Application Form.
- A detailed Coaching Resume.
- A Coaching Philosophy Statement (max 500 words).
- Two recent references (within the past 2 years).
- Relevant certifications and documentation.



Selection Panel

A panel will be formed comprising:

- High Performance Committee Chair or delegate
- One board member or executive officer
- One independent expert (e.g., senior coach or technical official)
- Athlete representative (non-voting advisor)

Interview and Evaluation

Shortlisted applicants will be interviewed in person or via video call. Evaluation criteria will include:

- Technical knowledge and coaching philosophy
- Leadership and communication skills
- Track record of athlete/team development
- Planning and organisational ability
- Alignment with the State Team's performance objectives

Appointment and Terms

Coaches are appointed for a 1-year term, subject to review and possible re-appointment except in the circumstances when AusChamps are in Adelaide within the two years. Coaches are expected to attend all selection events, training camps, and competitions. Contracts or letters of agreement will outline roles, responsibilities, and code of conduct expectations.

Roles and Responsibilities

- Coach
 - Lead the program, including planning, communication, and team performance.
 - Collaborate with selectors on athlete selection.
 - Ensure compliance with training, safety, and conduct policies.
- Assistant Coach
 - Support the Coach in all aspects of the training and competition cycle.
 - Provide technical coaching and athlete feedback.
 - Step into leadership role if the Coach is unavailable.

Conflicts of Interest

Applicants must declare any potential conflicts of interest, including current coaching roles with clubs or related teams. The Selection Panel will assess the impact and manage conflicts as appropriate.

Review and Appeals

Unsuccessful applicants may request feedback within 14 days of notification. Formal appeals must be lodged in writing within 7 days of receiving the outcome and will be reviewed by an Appeals Committee independent of the Selection Panel.



Policy Review

This policy will be reviewed annually by the High Performance Committee and updated as necessary to reflect best practices and lessons learned.