



Handball Queensland
P.O. Box 1085
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Handball Queensland Coach and Manager Selection Policy

1. The principles and intent of this policy are to be applied by Handball Queensland (HQ) and nominated selection panels and coaches in appointing coaches and managers for state squads, and teams to represent Queensland are:

- (a) to identify coaches and managers who possess sport specific skills, knowledge of the game and strategic awareness to work as effective team members in competition contexts to achieve optimal results for Queensland
- (b) to identify and provide opportunities to coaches and managers who have shown potential to develop the desired sport specific skills, knowledge, strategic awareness, and effective team membership characteristics required in competitive contexts

2. The selection panel members will be appointed by the HQ Coaching Coordinator in consultation with the HQ President. The HQ Coaching Coordinator will appoint one member of the selection panel to be the Chair of that panel who will act as intermediary between the selection panel and the coach

- (a) additional members may be appointed by the HQ Coaching Coordinator in consultation with the HQ President if appropriate to do so to ensure adequate skills and experience on the selection panel
- (b) selection panel members must declare any conflict of interest and may be requested to vacate the panel temporarily or otherwise where the panel member has an association with a coach/manager or in any other circumstances which may give rise to a question of bias or conflict of interest in the selection process
- (c) if a member of the selection panel advises the HQ Coaching Coordinator that they are unable to meet their responsibilities under the Handball Queensland Coach and Manager Selection Policy, a replacement will be appointed by the HQ Coaching Coordinator
- (d) the HQ Coordinator will appoint replacement members to any selection panel at any time, as deemed necessary and appropriate

3. Selection requirements

3.1 To be eligible for selection all coaches and managers must:



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- (a) be registered ordinary members and financial affiliates of Handball Queensland and Handball Australia
- (b) satisfy the HQ eligibility requirements such as attendance at training and trials, etc.
- (c) submit an application for the position
- (d) read, sign, date and return the HQ Coach and Manager Code of Conduct

3.2 If a coach/manager is appointed to a squad and/or team, the coach/manager acknowledges and agrees to:

- (e) comply with all reasonable directions of the HQ Coaching Coordinator and HQ Management Committee
- (f) maintain a pre-determined level of strength and conditioning and standard of competitiveness required for event competitiveness
- (g) attend at least 90% of team training and any testing organised by team management

3.3 Failure to comply with clauses 3.1 or 3.2 will result in the coach/manager being determined as not eligible for selection.

3.4 The decisions of the Selection Panel shall be referred to the HQ President for ratification and the resulting determination will be final. HQ and the Selection Panel may, at its discretion, provide reasons for its decisions, but there is no obligation on them to do so.

4.0 Selection Criteria

4.1 The Selection Panel will consider the following factors (in no order of priority) in determining who will be appointed:

- (a) the performance of the coach/manager in training
- (b) the performance of the coach/manager in the previous 6-month period in domestic competition/matches including club fixtures, state competitions and national championships where applicable
- (c) demonstrated ability to work with the Coaching Coordinator, other coaches and team management where appropriate
- (d) demonstrated ability to work with all members of the squad and/or team
- (e) demonstrated positive attitude and commitment to HQ and HQ squads and teams

4.2 In determining the final coach/manager appointment, a selection panel will exercise its discretion following consultation with the Coaching Coordinator and other coaches present at training sessions

5. Appeals regarding selection decisions



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A player may only appeal non-selection based on the sole grounds that the selection policy has not been properly followed or implemented. This must be in writing to the HQ President or Secretary within 48 hours of the selection announcement, and with a payment of \$500 for administration of the appeal (which is refundable only upon a decision in favour of the appellant). HQ will appoint an independent tribunal to hear the appeal within ten days and advise of their decision in a timely manner, to ensure compliance with deadlines for event nomination timetables. The decision of the tribunal will be binding.