

IRELAND WATER POLO – NATIONAL COACH(ES)

Policy/Selection/Appointment/Qualification (PSAQ)

1. Introduction

101. National Water Polo Committee (NWPC) of Ireland Water Polo will appoint national coach(es) across various international age categories that Ireland Water polo competes in on a regular basis and with a view of progressing Irelands participation to the highest level possible within means and resources.
102. The NWPC may determine the need to make appointments from time to time but as a minimum will have (in situ) selected and appointed, national coaches in Senior Men, Women, Junior Boys and Junior Girls (designated) categories for national squads and teams. National coaches may be requested and required to operate in one or two age categories within these classifications. The upper age limit for Junior squads will be 18 years of age at the commencement of any season.
103. It is envisaged that each national coach will be supported by an assistant (national) coach(es), team manager and NWPC and SI support staff in the execution of their task, roles and responsibilities. Assistant national coaches may be given delegated responsibility for the younger squads/teams within the designated categories.
104. Assistant national coaches will also be appointed in line with NWPC Selection and Appointment policy. Team managers will also be appointed in line with NWPC policy.

2. General Outline & Operational Matters

201. The duration of all national coach(es) appointments will be for a period of two years, with a one-year extension option by mutual consent between the individual coach and the NWPC. All extensions of appointments will be notified in advance to all clubs and regional committees by the NWPC.
202. At the end of any two or three-year appointment all national coach(es) and assistant coach(es) positions will be vacated and opened for selection and advertised. The incumbent coach(es) may apply for the national/assistant coach position once advertised. It is the responsibility of incumbent coaches to ensure that they remain qualified in line with emerging criteria during their appointment.
203. Appointments will be on a voluntary part time basis, normally commencing on the 01 September (season start) in the year of appointment. It is anticipated that national coaches (and assistants) will commit to the international programme as decided by the NWPC in advance of appointment and conduct selection trials for national squads in accordance with NWPC policy. National coach(es) will be on-island based.

204. The national coach(es) will undertake to conduct all training sessions and training camps, as designated and approved by the NWPC, normally listed on the season national fixtures list. It is anticipated that national coaches will have several years' experience at club and/or regional level and may even have former international player and coach experience. It is expected that the national coach(es) will attend national competitions on a regular basis and participate in the National Academy.
205. National coaches will be bound by and fully compliant with the Ireland Water Polo Rule Book approved by Swim Ireland and adhere to the Rules and Regulations as outlined including LEN and FINA requirements. National coaches will conduct all activities incorporating values of respect, selflessness, integrity and transparency.
206. National coaches will complete a contract of appointment initiated by the NWPC which will outline principles and operational matters of this policy, international competitions, training sessions and camps, job description and other relevant matters.

NATIONAL COACH(ES)

3. Selection Process – National Coaches

301. The NWPC will initiate a selection of a national coach(es) as required and prior to the commencement of any given season and not later than 01 September. The selection process will be initiated by the NWPC, six weeks in advance of a due date, once a vacancy is identified as due, or as soon as possible once a vacancy is created by unforeseen circumstances such as coach early resignation/retirement.
302. The NWPC will advertise the national coach vacancies and appointment(s) widely and allow, as a minimum, an application window of 7 to 10 days. National Coach appointments will also be notified directly to all water polo clubs and where possible to each licensed water polo coach in Ireland.
303. Applicants will submit an application, including a vision statement for future development of the national squad(s) and submit their CV to the NWPC. The NWPC will complete a review of all applications (Application Review Process).

4. Appointment Process – National Coach(es)

401. The NWPC will consider all applications and where appropriate shortlist a minimum of three candidates who will be interviewed.
402. The NWPC will assemble a three-member interview board, appointing a chairperson, who will assess each candidate. The composition of the interview board will be at the discretion of the NWPC.
403. Candidates will be requested to present a detailed selection process plan and training plan in line with allocated national sessions listed. Candidates will also present on

coaching experience, education and future vision for water polo development at the relevant squad level.

404. The interview board will recommend candidates in order of preference to the NWPC who will consider and select the most suitable candidate. The approved selected candidate(s) will be notified and on acceptance, published and notified to all clubs.
405. Unsuccessful candidates will be notified prior to notification of a national coach selection to all clubs. Unsuccessful candidates may seek and will be provided feedback on their application and interview process from the interview board chairperson.
406. The NWPC may in the event of identifying a unanimous preferred candidate after the application review process, and after a sole interview process, appoint the candidate.
407. Any appointment may be terminated by agreement or when the NWPC determine that a national coach fails to fulfil the requirements of the appointment.

ASSISTANT NATIONAL COACH(ES)

5. Selection Process – Assistant National Coaches

501. The NWPC will initiate a selection of Assistant National Coach(es) as required. It is envisaged that there will be two assistant national coaches selected for both the Junior Boys and Junior Girls squads and one assistant national coach for each of the senior squads. It is envisaged that assistant national coaches may have mobility within national squads, assisting at various age levels and may have delegated responsibility for younger age groups within national squads.
502. The selection process will be initiated by the NWPC, six weeks in advance of a vacancy due date, once a vacancy is identified as due, or as soon as possible once a vacancy is created by unforeseen circumstances such as an assistant national coach early resignation/retirement.
503. The NWPC will advertise the assistant national coach appointment(s) widely and allow, as a minimum, an application window of 7 days. Assistant National Coach vacancies will be notified directly to all water polo clubs and where possible to each licensed water polo coach in Ireland
504. Applicants will complete an application form, including a vision statement for future development of the national squad(s), their role within the squad and submit the application form and CV to the NWPC. The NWPC will complete a review of all applications (Application Review Process).

6. Appointment Process – Assistant National Coach(es)

601. The NWPC will consider all applications and where appropriate shortlist a minimum of five candidates (for two positions) who will be interviewed.
602. The NWPC will assemble a three-member interview board, appointing a chairperson, who will assess each candidate. The composition of the interview board will include the interview board chairperson, relevant national coach, and one additional member. Candidates will present on their coaching and player experience, education and future vision for water polo development at the relevant squad level.
603. The interview board will recommend candidates in order of preference to the NWPC who will consider and select the most suitable candidates. The approved selected candidate(s) will be notified and on acceptance, published and notified to all clubs.
604. Unsuccessful candidates will be notified prior to notification of a national coach selection to all clubs. Unsuccessful candidates may seek and will be provided feedback on their application and interview process from the interview board chairperson.
605. The NWPC may in the event of identifying a unanimous preferred candidate after the application review process, and after a sole interview process, and in consultation with the national coach, appoint such a candidate(s).
606. Any appointment may be terminated by agreement or when the NWPC determine that an assistant national coach fails to fulfil the requirements of the appointment.

QUALIFICATION CRITERIA **NATIONAL & ASSISTANT NATIONAL COACHES**

7. National Coach(es) – (Essential) Qualifications

701. Applicants for the positions of National Coach must have a:

- a. Swim Ireland membership
- b. Water polo license
- c. Level 2 water polo coach license
- d. Demonstrate a clear track record of coaching at club or regional level or higher
- e. Completed Garda Vetting/Access NI and current
- f. Safe Guarding course completed and qualification current
- g. Commit to and declare availability for the full schedule of squad training activities and competitions

702. It is also desirable that applicants for the positions of national coach demonstrate a clear understanding of player and athlete development and demonstrate the experience and ability to lead a management team, players and athletes.

8. Assistant National Coach(es) - (Essential) Qualifications

801. Applicants for the positions of Assistant National Coach(es) must have a:

- a. Swim Ireland membership
- b. Water polo license
- c. Level 2 water polo coach license
- d. Demonstrate a clear track record of coaching at club or regional level
- e. Completed Garda Vetting/Access NI and be current
- f. Safe Guarding course completed and qualification current
- g. Commit to and declare availability for the full schedule of squad training activities and competitions

802. It is also desirable that applicants for the positions of assistant national coach(es) demonstrate an understanding of player and athlete development and the experience of being a member of a management team with responsibilities for players and athletes.