

## Water Polo Victoria 2018 18 & Under Girls Pan Pacific Youth Water Polo Festival Team Coach Agreement

<b>Position Names:</b>	2018 State Team Coach for 18 & Under Girls
<b>Employment Basis:</b>	Voluntary
<b>Position Duration:</b>	Both positions start upon WPV acceptance of nomination for the position until completion of tournament and completion of all required duties
<b>Reports To:</b>	WPV Executive Officer
<b>Remuneration:</b>	None. However, major out of pocket expenses associated with both roles are to be reimbursed by WPV
<b>Position Description:</b>	<p>The role will organise quality training for a group of athletes and coach the group to achieve the best possible results at the 2018 18 &amp; Under Girls National Championships. The primary responsibilities of the role include:</p> <ul style="list-style-type: none"> <li>• <b>Training</b> – To provide effective, quality coaching to each individual athlete vying for selection in the State Team to improve their water polo skills, tactics and game knowledge in accordance with generally accepted coaching techniques. To ensure that the training experience is positive and encouraging for continued involvement in the sport and Victorian representation.</li> <li>• <b>Competitions</b> – To prepare and manage the athletes to maximise the individual and team performance during major competitions. These activities include ensuring that athletes follow appropriate nutrition and re-hydration strategies, athlete conduct appropriate stretching, warm-up and warm-down activities and effectively communicate to individuals and the team on game strategies.</li> <li>• <b>Communication</b> – To provide positive and appropriate communication to athletes, parents, sponsors and WPV.</li> </ul>
<b>Skills/Experience Required:</b>	<p>The skills expected for this position include:</p> <ul style="list-style-type: none"> <li>• Previous water polo coaching experience appropriate to the experience level of the State Team and the planned competition</li> <li>• Strong verbal communication skills</li> <li>• Sport specific skills to co-ordinate with the State Team Manager arrangements for training, travel and activities during the tournament</li> <li>• Strong interpersonal skills to effectively and appropriately interact with State Team Manager, athletes, parents and WPV staff and Board.</li> </ul> <p>Appointment to both positions are subject to screening procedures such as those outlined in the WPA Member Protection Policy, as required by law or any other procedures deemed appropriate by WPV to ensure that the most suitable candidates are appointed to both positions.</p>



**Code of Behaviour:**

- Respect the rights, dignity and worth of every human being. Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion
- Ensure the athlete's time spent with you is a positive one and treat each athlete as an individual
- All athletes are deserving of equal attention and opportunities. Respect the talent, development stage and goals of each individual athlete and help each athlete reach their full potential
- Provide a drug free environment
  - Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulates, or doping practices in respect of any athlete under your coaching and direction
  - Abide by the Anti-Doping Policy of Water Polo Australia
- Be fair, considerate and honest with athletes
  - Language, manner, punctuality, preparation and presentation should display high standards
  - Display control, respect, dignity and professionalism to all involved in the sport
  - Encourage your athletes to demonstrate the same qualities
- Be professional and accept responsibility for your actions
  - Seek continual improvement through performance appraisal and ongoing coach education. Provide a training program which is planned and sequential. Maintain appropriate records
- Make a commitment to providing a quality service to your athletes
- Operate within the rules of our sport and ensure any physical contact with athletes is:
  - Appropriate to the situation
  - Necessary for the athlete's skill development
  - Refrain from any form of personal abuse towards your athletes
  - Refrain from any form of harassment

This includes verbal, physical and emotional abuse
- Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care
- You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal
- Provide a safe environment for training and competition
- Ensure equipment and facilities meet safety standards and are appropriate for the age of the athletes
- Show concern and caution towards sick and injured athletes
- Provide a modified training program where appropriate. Encourage athletes to seek medical advice when required. Maintain the same interest and support towards sick and injured athletes
- Be a positive role model for your sport and athletes.



<p><b>Key Result Areas:</b></p>	<ul style="list-style-type: none"> <li>• The athletes have improved their skills and knowledge of water polo because of training and participation in the 2018 18 &amp; Under Girls Youth Water Polo Festival</li> <li>• A positive relationship has been established between the State Team Coach and each athlete</li> <li>• The State Team Coaches have provided an appropriate role model for the athletes and have conducted themselves in a professional manner always and in accordance with the WPV Code of Conduct and rules</li> <li>• The State Team performs to the best of their ability and achieves the best possible placing at the 2018 18 &amp; Under Girls Youth Water Polo Festival</li> <li>• A positive working relationship has been established with the Team Manager and they would be willing to work with their State Team Coach again</li> <li>• The State Team has been positive ambassadors for the State of Victoria and the Victorian Water Polo community always.</li> </ul>
<p><b>Reporting:</b></p>	<ul style="list-style-type: none"> <li>• Provide weekly updates about the attendance and progress of the players and squad performance to the office of WPV moving to day-to-day reporting during the Pan Pacific Youth Water Polo Festival.</li> <li>• Attend meetings as required to provide information and feedback about team preparation and performance.</li> </ul>