



Ocean Grove Cobras Junior Football Club (OGCJFC)

Coach Selection Policy

Version 1.0

Approved: February 2026

Review: February 2027

1. Purpose

To provide a clear and consistent framework for the appointment, support and review of all coaches at OGCJFC. It ensures coaching appointments are fair and transparent, aligned with club values and community expectations, focused on participation, development and enjoyment and are compliant with child safe standards. This policy also clarifies roles and responsibilities in the coach selection process to support good governance, consistency and confidence for players, families and members.

2. Scope

This policy applies to the appointment and review of all coaching roles within Ocean Grove Cobras Junior Football Club, including Auskick, junior teams and any Club development programs.

It applies to:

- Head coaches and assistant coaches
- Any volunteer undertaking an on-field coaching role
- Committee members involved in coach selection and appointment

This policy operates alongside the Club's Child Safety and Wellbeing Policy, Code of Conduct and other relevant Club and AFL Barwon requirements. Final coaching appointments remain the responsibility of the Committee and will be made in the best interests of players, teams and the Club.

3. Expression of Interest

Prior to each season the Club will call for Expressions of Interest (EOIs) for all coaching roles, including Auskick. EOIs will generally be released in November/December in preparation for the upcoming season. Where required to ensure all teams are supported, the Club may approach suitable individuals directly.

4. Eligibility Requirements

All coaches must:

- Hold a current Working With Children Check (WWCC)
- Complete any required safeguarding and child safety training as determined by the Club
- Hold or be willing to obtain relevant AFL coaching accreditation where required
- Demonstrate behaviour consistent with the Club's Code of Conduct and Child Safety & Wellbeing Policy

5. Selection Criteria

Coaches will be selected based on:

- Demonstrated commitment to participation, development and enjoyment for all players
- Ability to provide a safe, inclusive and supportive environment
- Communication and leadership skills with players and families
- Alignment with Club values and community expectations
- Willingness to follow Club, AFL and AFL Barwon policies and directions
- Coaching experience and/or willingness to learn
- Capacity to work collaboratively with other coaches and the Committee

Final coaching appointments remain at the discretion of the Committee and will prioritise the best interests, safety and wellbeing of players and the Club.

6. Selection Panel and Conflict of Interest

The selection panel will include the President, Football Director and at least one additional Committee member. Where a conflict of interest arises, an alternative Committee member will be appointed.

All panel members must declare any actual, perceived or potential conflict of interest and comply with the Club's Conflict of Interest Policy. Any person with a declared conflict of interest will remove themselves from discussion and decision - making relating to that appointment.

7. Interview and Appointment Process

Where multiple applicants are received, discussions or interviews may occur to determine best fit for the team and Club. The Club is not required to appoint the most experienced applicant and will consider overall suitability for the playing group and Club environment. Appointments will be made in the best interests of

players and the Club. All applicants will be notified respectfully of outcomes, generally within one week of interview where practicable.

8. Appointment and Tenure

Coaches are appointed for one season unless otherwise determined by the Committee. Reappointment is subject to adherence to Club policies, positive conduct and commitment to player wellbeing and development.

9. Behaviour & Conduct

All coaches must comply with the Code of Conduct, Child Safety & Wellbeing Policy and all relevant Club policies. Concerns regarding behaviour or performance will be managed in accordance with the Club's Complaints & Concern Handling Policy.

10. Stand down and Removal

The Committee may stand down or remove a coach where child safety concerns, conduct issues or policy breaches or risks to player wellbeing arise. Any action will be managed respectfully and in line with Club policies.

11. Complaints & Appeals

Concerns regarding the coach selection process must be raised in writing with the Committee and will be managed under the Club's Complaints & Concern Handling Policy.

The Committee's decision regarding appointments is final following any review.

Related Policies

This policy should be read in conjunction with:

Code of Conduct

Child Safety & Wellbeing Policy

Conflict of Interest Policy

Complaints & Concern Handling Policy

Medical & Injury Management Policy

AFL / AFL Victoria / AFL Barwon safeguarding policies