

QUEENSLAND PIRATES – HEAD COACH SELECTION POLICY

Men's and Women's Indoor Volleyball Programs

Version 1.3 | April 2025

1. PURPOSE

The purpose of this policy is to outline the selection process, eligibility criteria, and expectations for the appointment of the Head Coaches for the Queensland Pirates Men's and Women's teams. This policy ensures a transparent, equitable, and merit-based process aligned with Volleyball Queensland's (VQ) commitment to high performance, leadership excellence, and athlete development.

2. SCOPE

This policy applies to the selection of the Head Coach roles for both the Queensland Pirates Men's and Women's teams. It is relevant to all applicants, selectors, and stakeholders involved in the selection process and delivery of the Volleyball Australia national league program (Australian Volleyball Super League - AVSL).

3. SELECTION PANEL

The Volleyball Queensland General Manager will recommend members of a three-person selection panel to the VQ Board for endorsement. The Selection Panel to comprise individuals who collectively have capabilities which include;

- Volleyball coaching experience at elite/ high performance levels i.e. national team coach or state team open age coach on multiple occasions
- An understanding of sport sciences/sports medicine practices
- Experience in interviewing and HR recruitment practices
- The Pathways Manager will act as the Selection Panel secretariat and attend the interviews.

All members of the Selection Panel must declare any conflicts of interest prior to undertaking the process.

4. POSITION OBJECTIVES

The Head Coach is responsible for:

- Leading the technical and strategic preparation of the Queensland Pirates team.
 - Driving a high-performance culture that reflects VQ's values and athlete-centred coaching.
 - Managing assistant coaches and team staff.
 - Collaborating with VQ to align program goals with national pathways.
 - Promoting the program to stakeholders and acting as an ambassador for the sport.
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5. ELIGIBILITY CRITERIA

Applicants must meet the following minimum requirements:

- Volleyball Australia Level 3 Coaching Accreditation (or international equivalent), or the ability to obtain it prior to the AVSL season.
 - Current Working with Children Check (Blue Card) and Safeguarding Children training.
 - Demonstrated experience coaching at a senior or semi-professional level.
 - Proven ability to lead, manage and develop athletes in a high-performance environment.
 - Strong communication, leadership, and organisational skills.
 - Understanding of contemporary coaching practices and athlete wellbeing principles.
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6. SELECTION CRITERIA

Candidates will be assessed on:

- **Coaching Philosophy & Approach** – Alignment with VQ’s athlete-centred model and team-first principles.
- **Technical & Tactical Knowledge** – Sport-specific acumen relevant to elite indoor volleyball competition.
- **Experience** – Track record of success in similar roles or environments.
- **Leadership & Culture** – Ability to create a positive, inclusive, and high-performance team culture.
- **Program Planning** – Capacity to design and implement season plans, periodisation, and match preparation.
- **Collaboration** – Willingness to work with VQ staff, support teams, and other key stakeholders.

7. SELECTION PROCESS

1. **Call for Applications** – Positions will be advertised publicly via the VQ website, member communications, and social media.
2. **Application Submission** – Applicants must submit a CV and cover letter addressing the selection criteria.
3. **Shortlisting** – Following vetting of the applicants by the VQ Board, the Selection Panel will review applications and shortlist suitable candidates.
4. **Interview** – Shortlisted candidates will be interviewed by the Selection Panel.
5. **Reference Checks** – Conducted on final candidates.
6. **Appointment** – The Selection Panel will make a recommendation to the VQ Board of Management for final ratification.
 - VQ reserves the right not to make an appointment to any position where it deems that there is not a suitable applicant or for any other special circumstances.
 - In these cases, the position will be re-advertised or a recommendation for a direct appointment will be made by the Selection Panel through the VQ General Manager to the VQ Board.
7. **Notification** – Successful and unsuccessful candidates will be informed in writing.

8. TERM OF APPOINTMENT

The Head Coach will be appointed for a one-year term, including:

- Pre-season (planning and athlete identification)
- Australian Volleyball Super League season
- Post-season review and reporting
- Asian Champions Volleyball League (only if the team qualifies and granted entry) or overseas tour opportunity, if available

An extension for an additional one-year term will be considered by the VQ Board subject to a review of the program performance following the season completion.

9. PERFORMANCE MONITORING & REVIEW

The Head Coach will be evaluated by VQ based on:

- Athlete and team performance outcomes
- Feedback from players and support staff
- Alignment with program values and culture
- Professional conduct and communication

A formal review will occur at the conclusion of each AVSL season.

10. CODE OF CONDUCT & POLICIES

The appointed coach must adhere to:

- VQ's and Volleyball Australia's Coach Code of Conduct
- Member Protection Policy
- Working with Children Requirements
- Anti-Doping and Integrity Policies
- Any other relevant high-performance protocols

Failure to comply may result in disciplinary action or termination of the appointment.

11. CONFIDENTIALITY

All aspects of the selection process will remain confidential. Panel members must not disclose information or decisions outside the panel without express approval from VQ.

12. ENQUIRIES

For more information regarding this policy or the Head Coach position, please contact:

Volleyball Queensland Pathways Manager pathways@vq.org.au