



Volleyball Queensland

State Team Coach Selection Policy

Queensland Youth Beach Volleyball Program (AYBVC)

1. PURPOSE

The purpose of this policy is to establish a clear, transparent and consistent process for the appointment of coaches to Volleyball Queensland (VQ) State Teams.

Volleyball Queensland is committed to appointing coaches who:

- Deliver a high-performance and positive team environment;
- Support athlete development and wellbeing;
- Contribute to the ongoing development of coaches within the Queensland pathway;
- Demonstrate alignment with VQ values, behaviours and strategic priorities; and
- Demonstrate the ability to meet the stated Program Objectives.

Coach appointments will reflect a balance of performance outcomes, program needs and coach development opportunities.

Guiding Principles and Expectations

How Volleyball Queensland will conduct coach selection. Appointment decisions will be guided by the following principles:

- Fairness;
- Transparency;
- Consistency;
- Merit-based assessment;
- Athlete wellbeing and safety;
- Integrity;
- Program-first approach;
- Coach development; and
- Respect and professionalism.

Appointment is not an entitlement, and previous appointment to a Queensland program does not guarantee future appointment. Appointment decisions are based on identifying the coaching group that will best deliver the Program Objectives and support the development and wellbeing of athletes, rather than solely recognising individual coaching records.

What Volleyball Queensland expects of coaches. Volleyball Queensland's values apply to everyone in the Queensland volleyball community, including coaches in this program. Coaches applying for, or appointed to, the program are expected to demonstrate:

- **We Put People First** — prioritise athlete safety and wellbeing above results; treat athletes, parents, officials, volunteers and fellow coaches with respect; role model the conduct we expect of athletes and of everyone in the program; build an environment where every athlete, from the first selected to the last, is coached with equal care; and put the program ahead of personal standing.

- **We Are Real** — be honest with athletes and parents about selection, playing time and development, even when the conversation is hard; front up when they get something wrong; and follow through on commitments made to athletes and to the program.
- **We Are Tenacious** — hold standards of behaviour and effort consistently, including when it would be easier not to; stay invested in athletes who are struggling; persist with the full responsibilities of the role, on and off the court, from selection through to the final match; and raise problems early rather than letting them grow.
- **We Commit to Be Our Best** — prepare properly for every session and match; seek and act on feedback, including from Mentor Coaches; keep developing as a coach; and contribute to the development of other coaches in the program, not only their own teams.

Coaches are expected to support athletes and families through selection outcomes, to direct concerns through proper channels rather than engaging in criticism of selection decisions or other coaches, and to model these expectations in every interaction with the program.

These expectations apply throughout the selection process and for the duration of the appointment, on and off the court, including online. They inform the assessment of Team and Program Fit under Section 5 and continued suitability for appointment. Coaches must also comply with the Volleyball Queensland Code of Conduct and the Child Safety and Reporting Responsibilities at Section 11.

2. SCOPE

This policy applies to the appointment of all coaches within Volleyball Queensland Youth Beach State Team programs, including Head Coaches, Assistant Coaches and Mentor Coaches.

3. COACHING STRUCTURE

3.1 Age Group Program Structure

Volleyball Queensland recognises that beach volleyball requires a distinct coaching approach, with athletes competing in smaller teams or pairs and taking greater ownership of tactical decision making. Coaches are expected to foster athlete independence, problem-solving, communication and resilience while supporting both performance and long-term athlete development.

Age group and gender designations in this policy align with the nomenclature used in the Australian Youth Beach Volleyball Championships regulations. The Queensland Youth Beach Program comprises age group teams in the following divisions:

- Under 14 Female and Male;
- Under 15 Female and Male;
- Under 16 Female and Male;
- Under 17 Female and Male; and
- Under 18 Female and Male.

Volleyball Queensland may enter up to five teams in each age group, subject to athlete numbers, selection outcomes and competition entry requirements.

Competition formats vary by age group:

- Under 14: teams of four athletes. Substitutes are optional, with up to two permitted at the discretion of the Head Coach;



- Under 15: teams of three athletes. Substitutes are optional, with up to two permitted at the discretion of the Head Coach; and
- Under 16 to Under 18: teams compete as pairs, with no substitute permitted.

3.2 Head Coach

Each age group will be led by a Head Coach who is responsible for the overall leadership and delivery of the program. The Head Coach is responsible for:

- Leading the athlete selection process for the age group;
- Planning and delivering training sessions appropriate to the competition format;
- Providing leadership and direction to Assistant Coaches;
- Coordinating coaching across all entered teams within the age group to ensure a consistent coaching philosophy and athlete experience;
- Supporting athlete development, wellbeing and performance;
- Communication with parents, guardians and athletes throughout the program, including timely and accurate information about trials, training, travel and competition;
- Timely escalation of safety concerns and management of incidents in accordance with VQ policy, including the VQ Child Safety Policy and the VQ Work Health and Safety Policy; and
- Leading the age group throughout the Australian Youth Beach Volleyball Championships.

3.3 Assistant Coaches

Assistant Coaches support the Head Coach in delivering the age group program. Assistant Coaches are responsible for:

- Assisting with training delivery and athlete development;
- Supporting athletes and teams during competition;
- Working collaboratively with the Head Coach and other coaching staff;
- Contributing to a positive, safe and inclusive team environment; and
- Continuing their own coaching development within the Volleyball Queensland pathway.

3.4 Mentor Coaches

Minimum requirement: Volleyball Australia Level 3 Coach (or higher).

Key responsibilities:

- Provide guidance and support to coaching staff across the program;
- Work collaboratively with all appointed coaches;
- Contribute expertise in technical and tactical development in beach volleyball and in athlete wellbeing and management;
- Support the professional development of Head and Assistant Coaches through observation, feedback and constructive coaching conversations; and
- Identify opportunities for coach growth and recommend development pathways beyond the program.

Deployment. Mentor Coaches are appointed to support the program as a whole and are not team-specific. Volleyball Queensland will issue a schedule allocating Mentor Coaches to specific matches and sessions across the program. Mentor Coaches must work to that schedule and may not determine



their own coverage. The schedule is designed to ensure equitable coverage across all teams within the program.

Post-event reporting. Mentor Coaches must submit a post-event report to Volleyball Queensland assessing appointed coaches against the Program Objectives. Reports will be used to support coach development, inform the Queensland coaching pathway and evaluate program delivery. Mentor Coaches will be provided with the reporting template and briefed on expectations prior to the commencement of the program.

Conflict of interest. A Mentor Coach who has a child or other family member participating in the program must declare that interest in accordance with Section 6. Volleyball Queensland will manage the declared interest through the scheduling arrangements and, where appropriate, by excluding the Mentor Coach from reporting on any coach directly responsible for a team in which their child participates.

3.5 Number of Appointments

The number of coaching appointments for each program will be determined by Volleyball Queensland prior to the opening of the Expression of Interest process. Appointments will be based on the number of teams entered in each age group, athlete numbers, competition format, program requirements, and the quality and suitability of applications received.

Each age group will typically have one Head Coach and Assistant Coach(es) as required to support the number of teams entered, with up to three Mentor Coaches appointed across the program.

3.6 Program Flexibility

Volleyball Queensland recognises that the size and structure of the Queensland Youth Beach Program may vary each year based on athlete numbers, competition entry limits and operational requirements. Coaching appointments and responsibilities may be adjusted to meet the needs of the program while remaining consistent with the principles of this policy.

4. ELIGIBILITY REQUIREMENTS

4.1 Accreditation

All applicants must hold current Volleyball Australia accreditation to the minimum level specified for the role:

Role	Minimum Volleyball Australia accreditation
Head Coach	Level 2 State Coach
Assistant Coach	Level 2 Associate Coach
Mentor Coach	Level 3 Coach

Accreditation must be held in advance of competition commencement and maintained for the duration of the appointment. Applicants working towards the required accreditation at the time of nomination must confirm the expected date of completion in their application.

4.2 Integrity and Safeguarding Compliance

All applicants must:

- Not be subject to any current disciplinary action, suspension, sanction or unresolved integrity matter that would affect their suitability for appointment;



- Hold a current Blue Card (Working with Children Check); and
- Have completed the following Sport Integrity Australia eLearning courses by the time of nomination:
 - Safeguarding Children and Young People in Sport Induction;
 - Annual Update (current year);
 - Anti-Doping for Coaches; and
 - Competition Manipulation and Sport Wagering.

Evidence of completion must be provided with the application. Certificates are available through the Sport Integrity Australia eLearning platform. Coaches must complete the Annual Update each year for the duration of their appointment. Where the Volleyball Australia Integrity Education Plan requires additional or different modules for team officials at national championships, those requirements also apply.

4.3 Availability

All applicants must be available for the entire program duration, including trials, training commitments and the national championships.

5. SELECTION CONSIDERATIONS

Coach appointments will be informed by the following considerations. These are not weighted criteria but serve as a guide for the selection panel.

5.1 Program Objectives

Volleyball Queensland publishes Program Objectives for each representative program. The Program Objectives are developed by the Participation, Pathways and High-Performance Manager and approved by the Chief Executive Officer, and are released with the Expression of Interest alongside the position descriptions.

The selection panel will have regard to the Program Objectives throughout the assessment process, with a view to appointing the coaches most likely to deliver those objectives. Applicants are expected to demonstrate their understanding of, and ability to contribute to, the Program Objectives in their application.

5.2 Coaching Experience

- Accreditation level;
- Previous coaching experience (club, state, national); and
- Demonstrated ability to coach at the required level.

5.3 Current Coaching Involvement

- Active involvement in coaching beach volleyball athletes within Queensland;
- Demonstrated engagement in beach volleyball competitions, development programs or performance pathways;
- Experience working with athletes in age-appropriate beach volleyball environments; and
- Commitment to ongoing professional development and continuous improvement.

5.4 Team and Program Fit

- Ability to work collaboratively within a coaching team;

- Ability to work with Mentor Coaches to develop capability across the program;
- Communication and leadership capability;
- Alignment with VQ values and expectations; and
- Capacity to contribute to a positive team culture.

5.5 Development Considerations

- Opportunities to support the development of emerging coaches; and
- Contribution to building depth within the Queensland coaching pathway.

5.6 Diversity and Representation

Volleyball Queensland values diversity within its coaching workforce and recognises that diverse coaching teams strengthen athlete development and decision making. During appointments, the selection panel will actively consider opportunities to increase diversity across the coaching group including, but not limited to:

- gender;
- cultural diversity;
- regional representation;
- Aboriginal and Torres Strait Islander representation;
- coaches with disability; and
- diversity of coaching backgrounds and experiences.

Diversity is one consideration within the overall appointment process and will not override the requirement to appoint coaches who meet the needs of the program.

5.7 Succession Planning and Tenure

Volleyball Queensland is committed to developing future coaching leaders. When making appointments, the selection panel may consider:

- providing opportunities for emerging coaches;
- balancing experience with succession planning; and
- avoiding unnecessary concentration of appointments within the same individuals over extended periods.

Coach tenure. A coach may be appointed to the same age group or cohort of athletes for no more than two consecutive years, regardless of the role held. Appointments in different roles with the same age group or cohort count together — a coach who has served two consecutive years as an Assistant Coach with a group is not eligible for appointment as Head Coach of that group in the following year. A coach who has coached an age group or cohort in the two preceding years is not eligible for appointment to that group. The limit applies to each age group or cohort individually and does not restrict overall tenure within the program — a coach may apply for a position with a different age group or cohort.

Previous appointment to a role does not guarantee future appointment.

6. CONFLICT OF INTEREST

All members of the selection panel and all applicants must declare any actual, potential or perceived conflict of interest prior to the commencement of the selection process.

Conflicts must be declared broadly, and include but are not limited to:

- family relationships, including where an applicant or panel member has a child, stepchild, sibling or other family member participating in, or applying to, the program;
- club affiliations, including current or recent coaching, playing, committee or employment relationships with a club from which athletes or applicants are drawn;
- coaching athletes within the age group;
- financial interests; and
- previous coaching or professional relationships.

Where a conflict is identified, Volleyball Queensland may:

- require the conflicted person to leave discussions relating to the applicant;
- remove them from scoring that application;
- appoint an alternative independent panel member; or
- implement another strategy considered appropriate to preserve the integrity of the process.

All declared conflicts and the management actions taken will be recorded and managed in accordance with the Volleyball Queensland Conflict of Interest Policy.

7. SELECTION PROCESS

7.1 Expression of Interest (EOI)

All coaching positions will be publicly advertised. The Program Objectives and the position descriptions for each role will be released with the Expression of Interest.

The EOI will require applicants to provide information relating to their:

- coaching qualifications and experience;
- current coaching roles and achievements;
- coaching philosophy and approach to athlete development;
- understanding of, and ability to contribute to, the Program Objectives;
- ability to support athlete wellbeing, manage challenging situations and contribute to a positive team environment;
- understanding of high-performance coaching principles and program expectations; and
- any other information considered relevant by Volleyball Queensland.

Applicants may also be required to provide supporting documentation or referee details as part of the application process.

7.2 Selection Panel

A selection panel appointed by VQ management will assess applications. The selection panel will comprise:

- the Participation, Pathways and High-Performance Manager;
- an independent panel member, who will chair the panel; and
- a third member, being a Mentor Coach or a volleyball coach of comparable credentials who is not an applicant for any position being filled under this policy.

The independent panel member will be a person with relevant expertise in sport, leadership, governance and/or high-performance environments who is not otherwise involved in Volleyball



Queensland's coach appointment process. The independent panel member does not need to have a volleyball background but must be able to contribute an objective and impartial perspective to the assessment process.

The Chief Executive Officer does not sit on the selection panel.

Applications will be independently reviewed by panel members before discussion. The panel will assess applicants against the Program Objectives and the considerations outlined in Section 5. Discussion will seek consensus wherever possible. Where consensus cannot be reached, the Panel Chair will hold a casting vote in determining the panel's recommendation. The casting vote does not affect the Chief Executive Officer's authority to make the final appointment decision under clause 7.3.

7.3 Appointment Process

Appointments are made through a two-stage process.

Stage 1 — Board threshold review. Prior to assessment by the selection panel, the full pool of applicants for each position will be provided to the VQ Board of Management. The Board may exclude an applicant on integrity or reputational grounds. The Board's role is confined to this threshold review; the Board does not participate in the assessment of merit or in the selection of the successful applicant. The threshold review will be conducted at a meeting of the Board of Management. Directors must declare any conflict of interest in accordance with the VQ Conflict of Interest Policy, and a director with a conflict in relation to an applicant will take no part in the threshold review of that applicant.

Stage 2 — Panel assessment and appointment. Following the Board's review, the selection panel will assess the eligible applicants and make a recommendation for each position. The final appointment decision rests with the Chief Executive Officer.

The Chief Executive Officer will inform the Board of Management of all appointments for noting. Appointments are not subject to ratification by the Board.

All applicants will be advised of the outcome of their application in writing.

8. DISCRETION

While this policy provides the framework for appointments, Volleyball Queensland recognises that each program presents unique circumstances.

The selection panel may exercise reasonable discretion where it is considered to be in the best interests of the program, provided decisions remain consistent with the objectives and principles of this policy and the Program Objectives, and are appropriately documented.

9. COACH DEVELOPMENT

Volleyball Queensland is committed to the ongoing development of coaches. This includes:

- Providing meaningful development opportunities for emerging coaches interested in progressing their beach volleyball coaching pathway;
- Supporting coaches to develop their technical, tactical, leadership and athlete management capabilities within a high-performance environment;
- Fostering collaboration, knowledge sharing and peer learning across the coaching group;
- Utilising Mentor Coaches to provide guidance, feedback and professional support to appointed coaches throughout the program; and

- Identifying and developing future Head Coaches through succession planning and targeted development opportunities.

10. CODE OF CONDUCT

All appointed coaches must:

- Comply with all Volleyball Queensland, Volleyball Australia and Sport Integrity Australia policies and requirements;
- Demonstrate alignment with the National Integrity Framework, safeguarding principles and the Volleyball Queensland Code of Conduct;
- Act as positive role models and uphold the values and reputation of Volleyball Queensland;
- Demonstrate integrity, professionalism and ethical decision-making in all interactions and activities;
- Treat all athletes, coaches, officials, volunteers and members with respect, fairness and inclusion;
- Prioritise the safety, wellbeing and best interests of athletes at all times;
- Foster a safe, inclusive and positive team environment that is free from bullying, harassment, discrimination and abuse;
- Maintain appropriate professional boundaries and behaviours when working with athletes, particularly children and young people;
- Conduct themselves in a manner that promotes trust, accountability and confidence in the Queensland State Team Program;
- Promptly disclose any actual, potential or perceived conflicts of interest that arise during the program;
- Comply with all lawful and reasonable directions provided by Volleyball Queensland; and
- Comply with the Volleyball Queensland Code of Conduct and all associated policies, recognising that appointment as a State Team Coach carries an obligation to uphold the highest standards of behaviour, professionalism and integrity.

11. CHILD SAFETY AND REPORTING RESPONSIBILITIES

All appointed coaches must comply with the VQ Child Safety Policy, which sets out VQ's child safety obligations in full, including requirements relating to supervision, team travel and accommodation at representative events. The reporting responsibilities below apply to all coaches appointed under this policy.

11.1 Reporting a Concern

Where a coach forms a reasonable suspicion that a child has been harmed or is at risk of harm, or receives a disclosure of harm, the coach must:

- call 000 where there is an immediate risk to a child's safety;
- immediately report the matter to the Queensland Police Service or the Department of Child Safety, Seniors and Disability Services; and
- notify Volleyball Queensland as soon as possible.

11.2 Notifying Volleyball Queensland



Notification to VQ is to be made to the Chief Executive Officer. At an event or during team travel, if the Chief Executive Officer is not on site or is not contactable, notification is to be made to the Head of Delegation or, where no Head of Delegation has been appointed, to the most senior VQ official present, who must escalate the matter to the Chief Executive Officer without delay. Where the concern relates to the Chief Executive Officer, notification is to be made to the President of the VQ Board of Management.

Notification to Volleyball Queensland does not replace, and must not delay, a report to the Queensland Police Service or the Department of Child Safety, Seniors and Disability Services.

11.3 Coach Responsibilities

A coach must not investigate the matter, question the child beyond what is necessary to confirm the need to report, or attempt to mediate an outcome between the parties. The matter must be documented using the VQ incident report form as soon as practicable.

A coach who reports a child safety concern in good faith will be fully supported by Volleyball Queensland and will not be penalised or victimised for making the report.

12. FEEDBACK

All applicants may request feedback following the completion of the appointment process. Feedback will focus on:

- strengths demonstrated during the application;
- development opportunities; and
- suggestions to improve future applications.

Feedback will not include discussion regarding other applicants or comparative rankings.

13. APPEALS

A selection decision may be challenged only on the ground that the selection process was not conducted in accordance with this policy. A challenge of that kind is dealt with as a grievance under the Volleyball Queensland Grievance Policy. This Section sets out how that policy applies to coach selection under this policy.

Ground. A grievance about coach selection may only be made on the ground that the selection process was not conducted in accordance with this policy. The person determining the grievance will not reassess the merits of an appointment decision and will not substitute their judgement for that of the selection panel or the Chief Executive Officer.

Lodging a grievance. A grievance must be lodged in writing to ceo@vq.org.au within forty-eight (48) hours of the time at which the applicant is notified in writing of the outcome of their application. It must identify the ground of the grievance and the part of the selection process said not to have been followed.

Who determines a selection grievance. Because the Chief Executive Officer makes the final appointment decision under clause 7.3, the Chief Executive Officer will delegate the determination of a selection grievance to an independent person in accordance with the Grievance Policy, and will take no part in determining it. The satisfaction of the Chief Executive Officer as to process compliance when making the appointment does not bind the delegate.

Outcome. The delegate may dismiss the grievance; find that a departure from this policy occurred but that it was not material to the outcome, and dismiss the grievance on that basis; or uphold the

grievance in whole or in part and refer the affected part of the selection process back to be conducted again, with directions as to what must be done. A selection grievance cannot result in an applicant being appointed or an appointment being revoked, or in the comparative assessment of applicants being reviewed.

Timing. Selection grievances are time-critical. The indicative timeframes in the Grievance Policy will be abridged so far as practicable, with the aim of determining a grievance within five (5) business days of lodgement and, where practicable, before the program commences.

Effect of a grievance. Lodging a grievance does not delay the announcement of appointments or the commencement of the program, including trials, training, travel or competition.

Matters that are not selection grievances. Allegations of discrimination, harassment, bullying, misconduct or child safety concerns are not selection grievances. Those matters are dealt with under the Volleyball Queensland Complaints Handling Procedure or, where applicable, the National Integrity Framework.

Review. A person dissatisfied with the outcome may request a review by the Board of Management in accordance with the Grievance Policy. A review is confined to whether the selection process was conducted in accordance with this policy. Where the grievance concerns the Board's threshold review under clause 7.3, the review will be conducted by directors who took no part in that decision. There is no further internal right of review.

14. POLICY REVIEW

This policy will be reviewed periodically to ensure it remains aligned with:

- Volleyball Queensland strategic priorities;
- best practice governance standards; and
- the evolving needs of the Queensland volleyball pathway.

Endorsed by	Volleyball Queensland Board of Management
Date of approval	29 July 2026 (amended 19 August 2026)
Next review date	