



Water Polo
VICTORIA



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**JUNIOR STATE TEAM SELECTION POLICY
ATHLETES, COACHES, TEAM
MANAGEMENT, REFEREES & OFFICIALS**

1. SELECTION POLICY

a. Policy Statement

- i. Water Polo Victoria Inc. (**WPV**) has developed this policy to provide a transparent process to select the best possible representatives of WPV for Junior State competitions and tournaments.
- ii. The Junior State Team Selection Policy (**Policy**) lists the eligibility and selection procedures for WPV Junior State representative teams, coaches, referees, officials and management positions.

b. Policy Coverage

- i. This Policy applies to the selection of representative athletes, coaches, referees, officials, selectors and team management (**Representative Team Members**).

c. Coaching, Selectors & Team Management Application and Selection

- i. The application process for coaching, selectors and team management positions with WPV Representative Teams will be published on the WPV website and distributed to Member Clubs, Associations and Affiliated Teams via email.
- ii. Candidates seeking selection to a WPV Representative Team should fully complete the application process prior to the due date.
- iii. WPV will confirm receipt of the application by email.
- iv. No applications will be accepted after the due date.
- v. WPV will collate applications and provide to the Selection Committee.
- vi. The Selection Committee will finalise recommended appointments and provide these to the WPV Board for approval.
- vii. WPV will inform successful and unsuccessful candidates directly and announce successful candidates to WPV Member Clubs, Member Associations and Affiliated Teams.

d. Referees and Officials Selection

- i. The selection process for referees and officials will be managed by WPV in conjunction with WPA.
- ii. This process will align with the High-Performance Pathway for referees nationally.

2. ELIGIBILITY

a. Coaching and Team Management

- i. Must be a registered and financial member of a WPV Member Club, Association or Affiliated Team (or equivalent in another State).
- ii. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- iii. Must hold the relevant WPA accreditation for the respective position.
- iv. Must hold a valid Working with Children Check (**WWCC**) or exemption card (if applicable).
- v. Must hold a current First Aid and CPR or be willing to become accredited.

b. Athletes

- i. Must be a registered and financial member of a WPV Member Club, Association or Affiliated Team (or equivalent in another State).
- ii. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- iii. Must be compliant with all applicable anti-doping policies, including those of World Aquatics, Sport Integrity Australia (**SIA**) and WPA.
- iv. Must be medically fit for competition and travel.

c. Referees and Officials

- i. Must be a registered and financial member of a WPV Member Club, Association or Affiliated Team (or equivalent in another State).
- ii. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- iii. Must hold the relevant WPA accreditation for the respective position.

3. ROLES AND RESPONSIBILITIES

- a. All members of a WPV Representative Team are responsible for ensuring they understand and adhere to the all WPV Policies including the State Team Policies and at all times behave in a manner that is appropriate to members of WPV Representative Teams.
- b. All members of WPV Representative Teams must sign a coach, team manager or athlete agreement.

4. SELECTION PROCESS

a. Leadership Roles

- i. The Selection Committee (Leadership) will comprise but may not be limited to WPV Staff and Board representation.
- ii. The Selection Committee (Leadership) as determined by WPV each year will be responsible for the selection of the following leadership roles;
 1. Head Coach(es)
 2. Assistant Coach(es)
 3. Team Manager(s)
 4. Selectors

b. Athletes

- i. The Selection Committee (Athletes) will be determined by WPV each year and comprise of but not be limited to the WPV High Performance Manager, Head Coach, Assistant Coach and squad selectors with WPV CEO.
- ii. The Selection Committee (Athletes), as will be responsible for the selection of the athletes.
- iii. The Selection Committee (Athletes) will select a squad (dependent on numbers) to be involved in the program until the national tournament.
- iv. The Head Coach will select the final team at a time determined by WPV.



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- v. The final team may comprise both Victorian athletes and drafted athletes from other states to ensure the competitive objectives and standards are maintained at respective competitions and tournaments.
- vi. The WPV Board will ratify the squads/final teams.

5. SELECTION CRITERIA

a. Head Coaches & Assistant Coaches

- i. When selecting the head coaches & assistant coaches, the Selection Committee will consider:
 - 1. Whether the applicant has satisfied all the eligibility criteria in clause 2.
 - 2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations
 - 3. Previous experience with a WPV representative team
 - 4. Compatibility with other representative team members
 - 5. Behaviour at previous state and national events and WPV sanctioned competitions, events or programs
 - 6. Performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPV sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents
 - 7. The applicant's availability to attend ALL representative squad/team trainings and meetings
 - 8. Demonstrated ability or previous experience as a coach
 - 9. Any additional qualifications and/or skills that contribute towards a successful team experience
 - 10. All relevant WPA Coaching Accreditations

b. Selectors

- i. When selecting the state squad Selectors, the Selection Committee will consider:
 - 1. Whether the applicant has satisfied all the eligibility criteria in clause 2.
 - 2. Ability to meet the requirements of the job description, role and responsibilities as defined in the call for nominations
 - 3. Previous experience with a WPV representative team
 - 4. Compatibility with other representative team members
 - 5. Demonstrated ability or previous experience in Water Polo.
 - 6. Any additional qualifications and/or skills that contribute towards a successful team experience

c. Team Managers

- i. When selecting the Team Managers, the Selection Committee will consider:
 - 1. Whether the applicant has satisfied all the eligibility criteria in clause 2
 - 2. Ability to meet the requirements of the job description, role and responsibilities as defined in the call for nominations
 - 3. Demonstrated ability or previous experience in a team management position
 - 4. Behaviour and conduct at previous state and national events and WPV sanctioned competitions, events or programs



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5. Performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPV sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents
6. Whether the candidate has the qualities of empathy, patience and initiative
7. The candidate's ability to multi-task
8. Demonstrated leadership ability
9. Additional qualifications and/or skills that may contribute towards a positive and successful experience for the team

d. Referees and Officials

- i. When selecting the team Referees and Officials, WPV Referee Coordinator, Competition Manager and CEO will consult with WPA to ensure that the appropriate individuals are involved.

e. Athletes

- i. When Selecting athletes for a representative team, the Selection Committee will consider:
 1. Performance & improvement in events, these may include but are not limited to – state championships, regional matches, regional training centres, benchmarking sessions, high performance camps and/or squads, local club/school competition matches.
 2. Physical capacities – includes speed over a variety of distances, aerobic capacity, strength and agility.
 3. Technical competence – core skills and position specific skills.
 4. The demonstrated ability to contribute to the appropriate balance of athletes across the various specialist-playing positions.
 5. Games Sense - includes reading the play, involvement in the game, on-field decision-making and positional flexibility.
 6. Ability and willingness to apply and utilise information provided by coaching staff and related to team or individual performance.
 7. Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
 8. Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
 9. Team/Squad orientation – an individual's ability to develop positive rapport with other team members and influence the squad/team in a positive manner.
 10. Communication - the ability of the athlete to communicate positively with staff and team-mates and be open to accepting suggestions from coaching staff regarding performance improvement. Athletes should be able to co-operate with and be receptive to coaching and support staff associated with the team.
 11. Behaviour and Code of Conduct - includes consideration of any previous behaviour at state and national events and WPV sanctioned competitions,

events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents.

f. Selection Withdrawal

- i. A Team Member who is selected under this policy may be withdrawn by WPV from the team should the Team Member:
 1. Breach any Water Polo Victoria Policy including State Team Policies and guidelines.
 2. Breach the terms of this Policy
 3. Breach or fail to comply with the WPV Athlete/Coaches/Team Manager Agreement
 4. Bring WPV and/or the sport into disrepute
 5. Be suspended in accordance with the National Sanctioning Policy
 6. Have an illness or injury which in the relevant selection committee’s opinion prevents the team member from meeting the overall principles of selection
 7. Fail to meet the attendance requirements associated with their selection (this will be communicated by the Head Coach of each squad).
 8. Fail to meet any financial obligations associated with their selection and/or Water Polo Victoria

g. Appeal

- i. All appeals against the selection process must be directed in writing within five (5) days of any decision to the CEO, WPV for presentation and hearing by a panel as approved by the WPV Board. The appeal can only consider matters relating to a failure to follow the selection process as outlined in this policy.

6. 8. REVIEW HISTORY

Version	Revision No.	Date Reviewed	Date Endorsed	Content Reviewed/Purpose
1				Development of Document
2	1	November 24		Ensure Document meets the selection process
3	2	March 2025	24/03/2025	Clauses: