



Water Polo

VICTORIA

**SENIOR COUNTRY STATE TEAM
SELECTION POLICY
ATHLETES, COACHES, TEAM
MANAGERS, SELECTORS, REFEREES &
OFFICIALS**

ADOPTED

20/01/2025

1. SELECTION POLICY

a. Policy Background

- i. Water Polo Victoria Inc. (**WPV**) has the exclusive authority for the representation of the WPV Senior Country State Team (WPV Representative Team) including athletes, coaches, team managers, referees, officials and selectors.
- ii. WPV will select those athletes, coaches, team managers, referees, officials and selectors (Team Members) who have proven they are adequately prepared to represent Victoria by qualifying under the Selection Criteria.
- iii. WPV may amend this policy at any time at its discretion.
- iv. This policy can be found on www.vicwaterpolo.com.au and is endorsed by the WPV board.

b. Application

- i. This policy applies to athletes, coaches, team managers, referees, officials and selectors.

2. APPLICATION AND SELECTION PROCESS

a. Coach and Team Manager Application and Selection

- i. The application process for coach and team manager positions 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 must complete the application process prior to the closing date.
- iii. WPV will confirm receipt of the application by email.
- iv. WPV reserves the right to accept applications submitted after the closing date in extenuating circumstances.
- v. WPV will collate all applications and provide them to the Selection Committee.
- vi. The Selection Committee will consider the candidates and provide recommendations for appointments to the WPV CEO for approval.
- vii. WPV will notify both successful and unsuccessful candidates via email.

b. Referees and Officials Selection

- i. The selection process for referees and officials will be managed by WPV in conjunction with Water Polo Australia (**WPA**).

3. ELIGIBILITY

- a. To be eligible to be selected as a **coach or team manager**, an individual:

- i. Must be a registered and financial member of a WPV Member Club, Member Association or Affiliated Team (or equivalent in another State or Territory).
 - ii. Must not be subject to any disciplinary action or under investigation in relation to a potential disciplinary action.
 - iii. Must hold, or willing to gain, any relevant WPA accreditation for the respective position.
 - iv. Hold a valid Working With Children Check (or interstate equivalent) or exemption card (if applicable).
 - v. Must hold a current First Aid and CPR accreditation or be willing to become accredited.
- b. To be eligible to be selected as an **athlete**, an individual:
 - i. Must be a registered and financial member of a WPV Member Club, Member Association or Affiliated Team (or equivalent in another State or Territory).
 - ii. Must not be subject to any disciplinary action or under investigation in relation to any potential disciplinary action.
 - iii. Must be compliant with all applicable anti-doping policies, including those of World Aquatics, Sport Integrity Australia and WPA.
 - iv. Must be medically fit for competition and travel.
 - v. Must be a minimum of 18 years of age on the first day of the relevant competition.
 - vi. Must have represented their club at the WPV Country Championships in the current season or participated as a draft player, unless unavailable due to having been representing at a higher level or extenuating circumstances. If an athlete who did not participate in the WPV Country Championships wishes to be considered for selection, a written request must be submitted to WPV outlining the reason(s) for not participating at the WPV Country Championships.
- c. To be eligible to be selected as a **referee or official**, an individual:
 - i. Must be a registered and financial member of a WPV Member Club, Member Association or Affiliated Team (or equivalent in another State or Territory).
 - ii. Must not be subject to any disciplinary action or under investigation in relation to any potential disciplinary action.
 - iii. Must hold the relevant WPA accreditation for the respective position

4. ROLES AND RESPONSIBILITIES

- a. All WPV Representative Team Members are responsible for ensuring they understand and adhere to all WPV Policies including the State Team Policies and Codes of Conduct at all times behave in a manner that is appropriate to members of WPV representative teams.

- b. All WPV Representative Team Members must sign an applicable coach, team manager or athlete agreement.

5. SELECTION PROCESS

a. Coaches & Team Managers

- i. WPV will establish a Leadership Selection Committee each year which will be responsible for the selection of the following leadership roles:
 - 1. Head Coach(es)
 - 2. Assistant Coach(es)
 - 3. Team Manager(s)
- ii. The Leadership Selection Committee will comprise of, but is not limited to, WPV Staff and Board representation.

b. Athletes

- i. WPV will establish an Athlete Selection Committee each year which will be responsible for athlete selection.
- ii. The Athlete Selection Committee will comprise of, but is not limited to, the WPV High Performance Manager, Head Coach, Assistant Coach and the selectors (see part 5(b)(iii) below) with WPV CEO ratifying the squads/final teams.
- iii. Clubs participating in the Victorian Country State Championships are required to nominate one (1) Selector for the male program and one (1) Selector for the female program. Selectors must not be nominated athletes themselves. If a club does not nominate a Selector, the Athlete Selection Committee will proceed without a representative from that club.
- iv. The Athlete Selection Committee will consider athletes in the following order:
 - 1. Primary registered Country athletes
 - 2. Primary registered Metro athletes who regularly support country teams, including but not limited to traveling to play in country teams and regularly playing in the Victorian Country Championships
 - 3. Primary registered Metro athletes.
- v. The Athlete Selection Committee is under no obligation to select a full team (13 players) if the selectors deem the nominated athletes do not meet the required standard to compete at a National Championship competition.

c. Referees

- 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 and officials nationally.

6. SELECTION CRITERIA

a. Head Coaches & Assistant Coaches

- i. When selecting the team Head Coaches and/or Assistant Coaches, the Leadership Selection Committee will consider each applicant's:
 - 1. Eligibility (as described in clause 3.1);
 - 2. Capacity and capability to meet requirements of the job description, role and responsibilities as defined in the application process;
 - 3. Previous experience working with a WPV representative team;
 - 4. Compatibility with other Representative Team Members;
 - 5. Standard of leadership at previous state and national events, and WPV sanctioned competitions, events and programs;
 - 6. Standard of performance, behaviour and conduct of teams and athletes under the applicant's supervision at state and national events and WPV sanctioned competitions, events and programs. . Previous Code of Conduct incidents may be included in the assessment of any application;
 - 7. Availability to attend ALL representative squad/team trainings and meetings;
 - 8. Demonstrated ability or previous experience as a coach;
 - 9. Relevant WPA Coaching Accreditations; and
 - 10. Additional qualifications and/or skills that contribute towards a successful team experience (if any).

b. Team Managers

- i. When selecting the Team Managers, the Leadership Selection Committee will consider each applicant's:
 - 1. Eligibility (as described in clause 3.1);
 - 2. Capacity and capability to meet the role requirements and responsibilities as defined in the application process;
 - 3. Demonstrated ability or previous experience in a team management position;
 - 4. Standard of leadership at previous state and national events and WPV sanctioned competitions, events and programs;
 - 5. Standard of performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPV sanctioned competitions, events or programs. Previous Code of Conduct incidents may be included the assessment of the application;

6. Personal qualities of empathy, patience, problem solving and initiative;
7. Ability to multi-task;
8. Other relevant qualifications and/or skills that may contribute towards a positive and successful experience for the team.

c. Referees and Officials

- i. When selecting the team Referees and Officials, the WPV Referee Coordinator, Competitions Manager and CEO will consult with WPA to ensure that the appropriate individuals are selected, considering both the experience required and opportunities to develop less experienced referees and officials.

d. Athletes

- i. When selecting athletes for a Country representative team, the Athlete Selection Committee will consider the primary registration of athletes as outlined in section 4(b)(v) above, in addition to the athletes':
 1. Performance and improvement in events, which 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 capabilities – including swimming speed over a variety of distances, aerobic capacity, strength and agility.
 3. Technical competence – core skills and position specific skills.
 4. Demonstrated ability to contribute to the appropriate balance of athletes across the various specialist-playing positions.
 5. Game Sense - including 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 contribute to the squad/team in a positive manner.

10. Communication - the ability to communicate positively with staff and team-mates, openness to accepting suggestions from coaching staff regarding performance development, cooperation with coaching and support staff.
11. Behaviour - including 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.

e. Selection Withdrawal

- i. A Team Member who is selected under this policy may be withdrawn by WPV from the Representative Team should that athlete:
 1. Breach any WPV including all State Team Policies, guidelines and Codes of Conduct.
 2. Breach the terms of this policy.
 3. Breach or fail to comply with the applicable WPV 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 as communicated by WPV.
 8. Fail to meet any financial obligations associated with selection and/or WPV.

f. Appeal

The process for appeal is as follows:

- i. Selection process must be directed in writing within five (5) business days of any decision to the WPV CEO.
- ii. The appeal will be considered by an Appeals Panel convened by the WPV Board.
- iii. The grounds upon which an Appeal can be considered will only be in relation to a failure to follow the selection process as outlined in this policy, or if there was an error in the information on which the decision was based.
- iv. The WPV CEO will inform the individual lodging the appeal of the Appeal Panel's decision in writing within five (5) business days of the submission of the appeal.
- v. The decision of the Appeals Panel will be final.

7. REVIEW HISTORY

Version	Revision No.	Date Reviewed	Date Endorsed	Content Reviewed/Purpose
1	1	November 2024		Development of Document
2	1	January 2025	20/01/2025	Board and Staff Reviewed