

IRELAND WATER POLO – NATIONAL TEAM MANAGERS

Policy/Selection/Appointment/Qualification (PSAQ)

Approved by the NWPC November 2018

1. Introduction

2001. The National Water Polo Committee (NWPC) of Ireland Water Polo will appoint national team managers across various categories that Ireland Water polo competes in internationally. The NWPC will always retain the discretion to resolve any matter it determines in relation to the application of this policy.
2002. The NWPC will determine the need to make appointments but will have selected and appointed, national coaches in Senior Men, Women, Junior Boys and Junior Girls (designated) categories for national squads and teams each season.
2003. National team managers may be requested and required to operate in one or two age categories within the junior classifications. The upper age limit for Junior squads will be 18 years of age at the commencement of any season.
2004. Team managers will also be appointed in line with this NWPC policy.

General Outline & Operational Matters

2005. The duration of all national team managers appointments will be for a period of one year, with a one-year extension option by mutual consent between the individual team manager, relevant national coach and the NWPC. All extensions of appointments will be notified in advance to all clubs and regional committees by the NWPC.
2006. At the end of any one or two-year appointment a team manager position will be vacated, opened for selection and advertised. The incumbent team manager may apply for the position once advertised. It is the responsibility of incumbent to ensure that they remain qualified in line with emerging criteria during their appointment.
2007. Appointments will be on a voluntary part time basis, normally commencing on the 01 September (season start) in the year of appointment. It is expected that national team managers will commit to the international programme as decided by the NWPC in advance of appointment and attend selection trials, training camps and sessions for national squads in accordance with NWPC policy. Team managers will be ordinarily on-island based.
2008. National team managers will be bound by and fully compliant with the Ireland Water Polo Rule Book approved by Swim Ireland and adhere to the Rules and Regulations as outlined. National team managers will conduct all activities incorporating values of respect, selflessness, integrity and transparency. Team managers will always comply with SI Codes of Conduct as published.

NATIONAL TEAM MANAGERS

Selection Process

2009. The NWPC will initiate a selection of a national team manager as required and prior to the commencement of any given season and not later than 01 September. The selection process will be initiated by the NWPC, six weeks in advance of a due date, once a vacancy is identified as due, or as soon as possible once a vacancy is created by unforeseen circumstances.
2010. The NWPC will advertise the national team manager position widely and allow, as a minimum, an application window of 7 to 10 days. National team manager appointments will also be notified directly to all water polo clubs.
2011. Applicants will complete an application letter and submit their CV to the NWPC. The NWPC will complete a review of all applications (Application Review Process).

Appointment Process

2012. The NWPC will consider all applications and where appropriate shortlist a minimum of three candidates who will be interviewed.
2013. The NWPC will assemble a three-member interview board, appointing a chairperson and including the relevant national coach, who will assess each candidate. Otherwise the composition of the interview board will be at the discretion of the NWPC.
2014. Candidates will be requested to present on management experience, education and engagement at the relevant squad level at club, regional or other level.
2015. The interview board will recommend candidates in order of preference to the NWPC who will consider and select the most suitable candidate. The approved selected candidate will be notified and on acceptance, published and notified to all clubs.
2016. Unsuccessful candidates will be notified prior to notification of a national team manager selection to all clubs. Unsuccessful candidates may seek and will be provided feedback on their application and interview process from the interview board chairperson.
2017. The NWPC may in the event of identifying a unanimous preferred candidate after the application review process, and after a sole interview process, appoint that candidate.
2018. Any appointment may be terminated by agreement or when the NWPC determine that a national team manager fails to fulfil the requirements of the appointment.

QUALIFICATION CRITERIA **NATIONAL TEAM MANAGER**

National Team Managers – (Essential) Qualifications

2019. Applicants for the positions of National Team Manager must:

- a. Be a registered Swim Ireland member (a minimum of non-competitive) in good standing
- b. Hold a SI Team Manager Certificate Level 2 qualification or international equivalent (validated by SI)
- c. Demonstrate a clear track record of managing at club, regional or higher level
- d. Completed Garda Vetting (or NI equivalent) and current
- e. Safe Guarding course completed and qualification current
- f. Commit to and declare availability for the full schedule of the relevant squad training activities and competitions

2020. It is also desirable that applicants for the positions of national team manager demonstrate a clear understanding of player and athlete needs and demonstrate the experience and ability to lead a management team, players and athletes.