



### **4.1.2. Coach Onboarding Process (FQ Academy & FQPL)**

#### **RECRUITMENT PROCESS**

Due to growth in our program, we are currently looking to expand our coaching personnel for the 2023 season. As a part of this process the Technical Director is planning to attend various coaching courses to look at potential coaches which may be a suitable fit for the program in 2023. We have a vision of what characteristics a coach within the Holland Park Hawks program needs to possess. A coach not only needs to buy into the team model and coaching processes we have in place, but we are also firm believers that a coach shares the same values which are promoted by the football club.

Once the TD has shortlisted candidates, he will then contact the candidates for a brief over the phone interview. The TD will then look to watch the coaches in action in their current environments to see how they interact with players, and further observe their coaching behaviours and mannerisms. If this is not possible, they may be invited in to work with an existing playing group.

Once the TD has seen the coaches in action, he will be in contact with the references provided on the resume, or any others who may have worked with the coach previously. After the reference check, the coach will be brought in for a formal interview with both the president and the TD where they will question the respective candidate on their coaching philosophy, along with their personal beliefs and characteristics.

From here the TD and committee will decide as to whether the candidate is a suitable fit for the role, and the hiring process commences.

#### **HIRING PROCESS**

As a part of the hiring process coaches are given a contract, coaches handbook, New Coach form, and coaches individual job description and KPI's.

The coach's handbook outlines all the policy, procedures, and club operational processes. This handbook is expected to be read and understood by all coaches. It provides a snapshot of everything a Holland Park Hawks coach needs to know about the football club and is to be referred to in every situation.

The New Coach form collects all relevant details which we require from the coach to ensure that the football club has all information on file.

As a part of the hiring process the coaches are given job descriptions, which include tailored KPI's which relate to the team they will primarily be working with.

Once all these documents are read and understood the hiring process has been completed and the coach will be announced to the teams.