
QUEENSLAND RUGBY UNION

REPRESENTATIVE TEAM SELECTION POLICY

PLAYER & TEAM MANAGEMENT

Policy No: QRU0018 – QRU Selection Policy

Prepared by: Nico Andrade, Head of Competitions

Date: 25th November 2013

Revision 2015/01



QUEENSLAND RUGBY UNION LTD ACN 95 055 120 217

ADDRESS: 231 Butterfield Street, Herston QLD 4006 **POSTAL:** PO Box 205, Kelvin Grove DC QLD 4059

PHONE: (07) 3354 9000 **FAX:** (07) 3859 6333 **WEB:** www.redsrugby.com.au

CONTENTS

1. Queensland Rugby Union Selection Policy	3
2. Eligibility	4
3. Roles and Responsibilities.....	5
4. Selection Process	7
5. Team Management Selection Process.....	8
6. Team Management Selection Criteria	10
7. Player Selection Policy	12
8. Position Description - Head Coach	14
9. Position Description - Assistant Coach	17
10. Position Description - Team Manager	20
11. Position Description - Physiotherapist.....	22
12. ARU Code of Conduct	24

1. Queensland Rugby Union Selection Policy

1.1 Policy Statement

The selection into a Queensland Rugby Union (QRU) representative team is a prestigious honour that only a handful of athletes and officials are recognised with each year.

To ensure the best possible performance at the National Championships, and to provide a transparent decision making process, QRU has developed this policy.

This document is to be used in conjunction with other QRU policies and Queensland representative team nomination forms. This document lists the eligibility and selection processes for QRU Representative Teams.

1.2. Policy Coverage

1.2.1 Representative Team Members

This policy applies to the selection of representative team playing, coaching and team management positions.

1.3. QRU Representative Team Nominees (Application/Selection)

- The nomination forms for appointed/selected position in QRU representative teams will be published on the QRU website by 31st January each year.
- Candidates seeking appointment/selection to a QRU representative team should complete all sections of the application form and return it to the QRU prior to the forms due date.
- The due date will be published on the form.
- QRU will confirm receipt of the application form by email.
- No forms will be accepted after the closing date.

2. Eligibility

2.1 Eligibility

2.1 To be eligible for appointment to a QRU representative team the following must apply:

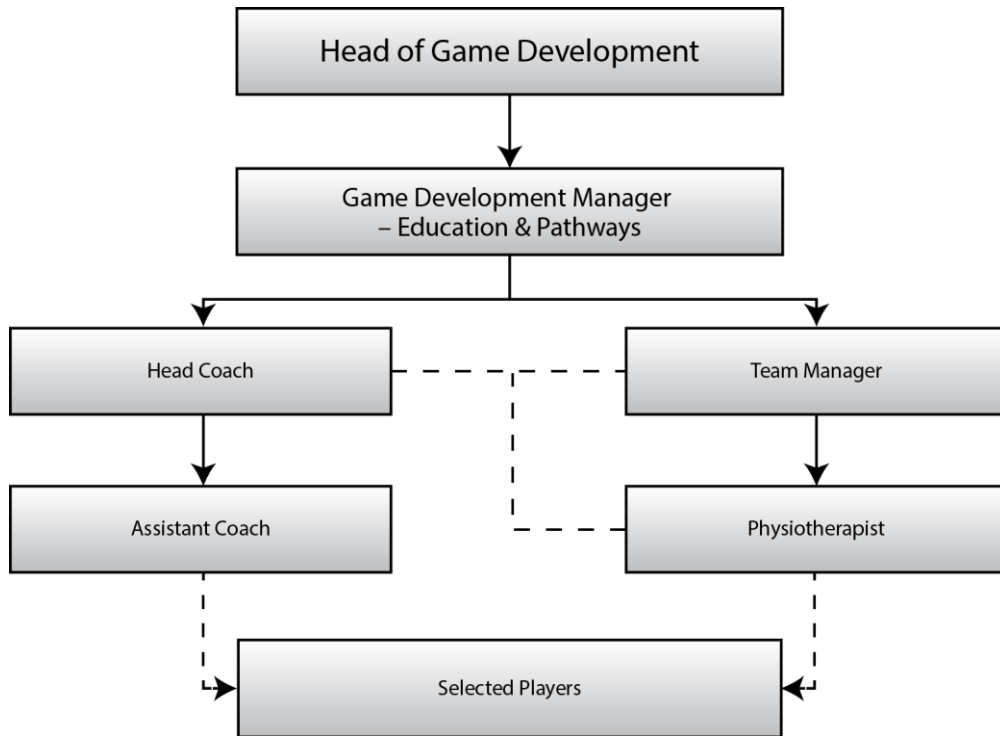
- Must have no outstanding financial obligations to QRU.
- Must not be subject to any disciplinary action or the investigation of disciplinary action.
- Players must be a registered player with an affiliated club or school.
- Must hold a current Blue Card. (Team management positions).

2.2 Players

In addition to the requirements with clause 2.1, players must be medically fit for National Competition and interstate travel.

3. Roles and Responsibilities

3.1 Roles and Responsibilities



- QRU is responsible for the appointment and the ratification of all QRU representative team members.
- QRU is responsible for all members of the QRU's representative team at all representative team commitments, including pre-competition training and meetings and whilst at the National Championships.
- All members of a QRU representative team are responsible for ensuring they understand and adhere to the Australian Rugby Union (ARU) Code of Conduct (Section 12) and at all times behave in a manner that is appropriate to being a member of a QRU representative team.

4. Selection Process

4.1 Selection Committee(s) Responsibilities

The selection committees are responsible for selection of all, pending final ratification by the Head of Game Development, QRU representative team positions for each respective representative team.

- The selection of the positions shall be majority vote.
- In the event of a tied vote, the meeting chair (Game Development Manager – Education & Pathways) shall have the casting vote.
- Candidates that do not meet the eligibility criteria will not be selected onto a representative team.
- When selecting a representative team, the selection committee shall refer to the selection criteria in Clause 6.

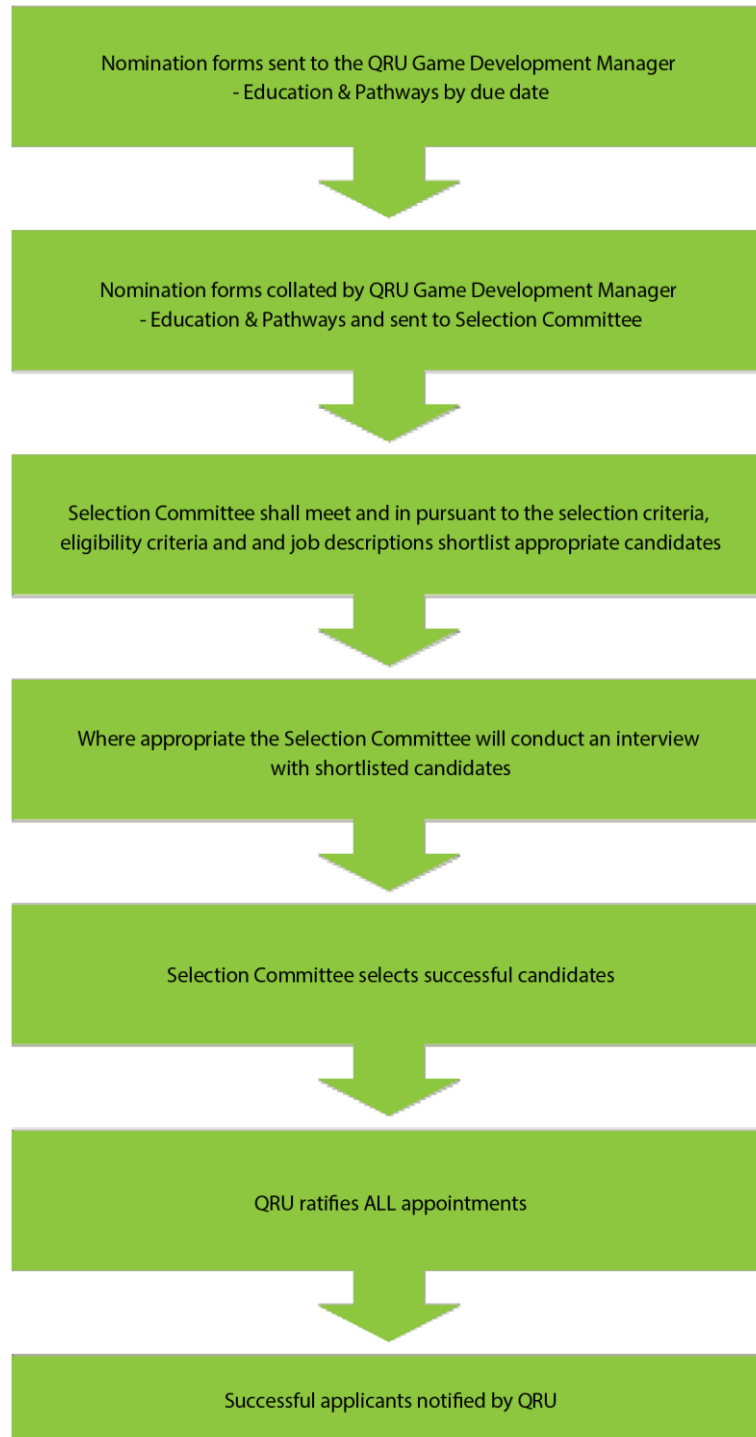
The successful and unsuccessful candidates will not be advised of selection until ratified by the Head of Game Development.

The Selection Committee(s) will be responsible for the selection of the following:

- Head Coach
- Team Management Positions (Assistant Coaches, Team Managers, Physiotherapists)
- Players

5. Team Management Selection Process

5.1 Team Management Selection



5.2 Selection Committee

The Team Management Selection Committee shall comprise of:

- Game Development Manager – Education, Pathways
- QRU High Performance Representative
- ARU High Performance Representative

5.3 General Manager - Game Development

The Head of Game Development is responsible for ratifying the team management positions referred to it by the Selection Committee. Once ratified the successful applicants shall be announced and members notified by QRU.

The Head of Game Development may refuse to ratify one or more people from selection onto a representative team for one or more of the following grounds:

- The candidate does not meet the eligibility criteria
- The candidate has previously brought the sport into disrepute or has acted in a way that a reasonable person would think would bring the sport in disrepute
- Failure to comply with QRU policies and procedures
- Failure to have or applied for a Blue Card

If a candidate is not ratified by the Head of Game Development they shall be notified by email as soon as practicable following the decision. This email shall include the – Head of Game Development’s reasons for their decision.

The decision of the Head of Game Development is final.

6. Team Management Selection Criteria

6.1 Head Coach

When selecting the Head Coach the selection committee will consider:

- Whether the applicant has satisfied all of the eligibility criteria
- Previous experience with a QRU representative team
- Compatibility with other representative team members
- Behaviour at previous state and national events
- Whether the applicant is available to attend ALL representative team trainings and meetings
- All other criteria outlined on the Head Coach Nomination form.
- Demonstrated ability or previous experience as a coach
- Any additional qualifications and/or skills that contribute towards a successful team experience
- Ability to meet requirements of job description, role and responsibilities (See Section 8)
- All relevant ARU Coaching Accreditations

6.2 Assistant Coaches

When selecting the team Assistant Coaches the selection committee will consider:

- Whether the applicant has satisfied all of the eligibility criteria
- Previous experience on a QRU representative team
- Compatibility with other representative team members
- Behaviour at previous state and national events
- Whether the applicant is available to attend ALL representative team trainings and meetings
- Demonstrated ability or previous experience as a coach
- All other criteria outlined on the QRU team management nomination form

- Any additional qualifications and/or skills that contribute towards a successful team experience
- Ability to meet requirements of job description, role and responsibilities (See Section 9)
- All relevant ARU Coaching Accreditations

6.3 Team Managers

When selecting the Team Managers, the selection committee will consider:

- Demonstrated ability or previous experience in a team management position
- Whether the candidate has the qualities of empathy, patience and initiative
- The candidate's ability to multi task
- Demonstrated leadership ability
- Any additional qualifications and/or skills that may contribute towards a successful teams experience
- All other criteria outlined on the QRU team management nomination form
- Ability to meet requirements of job description, role and responsibilities (See Section 10)

7. Player Selection Policy

7.1 Player Selection

The player selection committee shall comprise of:

- Game Development Manager – Education & Pathways (QRU)
- Head Coach
- Assistant Coach

When Selecting Players for a representative team the selection committee will consider:

- Performance in events, these may include – state championships, regional matches, selection trials, high performance camps, High Performance Squads, local club /school competition matches.
- Physical capacities – includes speed over a variety of distances, aerobic capacity, strength and agility.
- Technical competence – core skills include catch and pass, track and tackle, ball carry, tackle contest. position specific skills include – scrum, lineout & kicking.
- ‘Tactical nous’ tactical ability- includes reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilise information provided by coaching staff and related to team or individual performance.
- Potential to improve – present performance level relative to past performances.
- Competitive ability – mental toughness, strength, temperament, determination , commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
- Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
- Team/Squad orientation – an individual’s ability within a team sport, to ‘fit in’ and influence the squad/team in a positive manner.

- Communication- the ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team's issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

7.2 Head of Game Development

The Head of Game Development is responsible for ratifying final playing selections referred to it by the Selection Committee. Once ratified the successful players shall be announced and notified by QRU.

The Head of Game Development may refuse to ratify one or more selections selection onto a representative team for one or more of the following grounds:

- The candidate does not meet the eligibility criteria.
- The candidate has previously brought the sport into disrepute or has acted in a way that a reasonable person would think would bring the sport in disrepute.
- Failure to comply with QRU policies and procedures.

If a player is not ratified by the Head of Game Development they shall be notified by email as soon as practicable following the decision. This email shall include the Head of Game Development's reasons for their decision.

The decision of the Head of Game Development is final.

8. Position Description - Head Coach

Position:	Head Coach
Responsible to:	Head of Game Development or delegate
Major interactions:	Team Manager Assistant Coach Players

Purpose (Why does the role exist?)

The role is critical in setting and maintaining standards. In essence, the purpose of the role is to provide the leading program and coaching role within the rugby program and influence and direct the underpinning programs that contribute to the success of the program both short and long term (consistent success at the highest level).

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

Rugby

PROGRAM

- Design, implement and manage the team 'Blue Print' and guiding principles for success
- Coordinate the development and implementation of annual periodised coaching and training plans/models
- Lead program, staff and player review

COACHING/TRAINING

- Develop and implement playing styles and systems (principles of play)
- Develop and implement game plans
- Manage the design and implementation of training session outlines and session plans
- Delegation of coaching components to coaching staff
- Provide coaching on a team, unit and individual basis including the following components:
 - Team play
 - 1st phase
 - General play
 - Breakdown
 - Individual skill development programs
- Coordinate and deliver team and player reviews – training and playing; maintain records of player reviews

- Coordinate and deliver unit and individual player review as per above coaching components – training and playing; maintain records of player reviews
- Preview of all opposition – team play and unit and individual players as per above coaching components
- Available required to all match, trainings and tours as outlined in program schedule
- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development

SELECTION/RECRUITMENT

- Develop and implement selection policy and process

STAFF

- Management and direction of:
 - Team Manager
 - Assistant Coach
 - Other staff as required
- Lead effective staff communication systems (eg staff meetings)
- Manage staff leadership program/s
- Assist with team logistics and operations as required and requested at training and matches at home and away

PLAYERS

- Coordinate and deliver effective player communication schedules including consistent individual player feedback and player welfare review and interventions
- Maintain records for all player reviews
- Engage and support the player leadership group
- Provide relevant player information and opinions to other higher level program coaches as required

ORGANISATION

- Provide input into the organisations strategic plans
- Provide technical leadership within coach education programs and coaching to other programs as requested and available

General

- Develop, maintain and promote standards and expectations at all times

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of players (One ‘principles of play’ across all programs)
- Successful implementation of the Blue Print for success (performances and success)
- Defensive success – data supported
- Effective player and staff leadership program in place
- Staff and player satisfaction

- Effective communication and involvement with all staff

Unique Criteria

- Outstanding and proven ability to lead
- Outstanding proven coaching skills
- Expert and proven coaching knowledge and experience
- Excellent understanding of the components that contribute to a high performing rugby program including the incorporation of sport science and sport medicine
- Excellent people and communication skills
- Adaptability
- Excellent time management skills
- Travel - interstate

9. Position Description - Assistant Coach

Position: Assistant Coach

Responsible to: Head Coach

Major interactions: Assistant Coach
Players

Purpose (Why does the role exist?)

To provide the highest level of coaching to the program and provide overarching coaching and development models for underpinning programs; and to attain attack (set piece and unstructured) excellence and consistent development across all players

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

Rugby

PROGRAM

- Support the Head Coach with implementation of the team 'Blue Print' and guiding principles for success
- Assist the Head Coach with the development of annual periodised coaching and training plans/models
- Develop and implement specific programs for all players in consultation with program coaches and Athletic Performance coaches
- Participate in the annual program and player review

COACHING/TRAINING

- Assist with the implementation of playing styles and systems (principles of play)
- Assist the Head Coach with the development of game plans
- Assist the Head Coach with the design of training session outlines and session plans
- Provide coaching on a team, unit and individual basis in relation to your appointment:

BACKS

- Backline starter plays
- Attack patterns and shapes
- Kicking - options
- Attack elements of restart receptions
- General play – counter attack and slow ball options
- Team play - support principles
- Attacking breakdown support roles

- Individual skill development programs for:
 - Kicking
 - Passing
 - Running lines

FORWARDS

- Scrum
 - Lineout
 - Set piece defence transition
 - Set piece elements of restarts
 - General play (support and defence)
 - Team play
 - Individual skill development programs for:
 - Scrum shape
 - Lineout throw
 - No 8 delivery
 - Lineout and restart catching and lifting
 - Coaching of breakdown
- Unit and individual player reviews as per above components – training and playing; maintain records of player reviews
 - Preview of all opposition – unit and individual players as per above components
 - Available as required to attend at all match, trainings and tours as outlined in program schedule
 - Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development

SELECTION

- Participate as a selection panel member
- Abide by selection policy and process

STAFF

- Assisting with team logistics and operations as required and requested at training and matches at home and away

PLAYERS

- Provide and deliver effective and consistent player feedback and player welfare reviews and interventions as requested
- Maintain records for all player reviews

ORGANISATION

- Provide technical leadership within program coach education programs and coaching to other programs as requested and available

General

- Maintain and promote program standards and expectations at all times

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of backline players (One ‘principles of play’ across all programs)
- Successful coaching of ‘principles of play’ and coaching components (performances & success)
- Success and effectiveness
- Improvement and effectiveness from previous year
- Staff and player satisfaction

Unique Criteria

- Outstanding proven coaching skills
- Expert and proven coaching knowledge and experience
- Excellent people and communication skills
- Adaptability
- Excellent time management skills
- Ability to work flexible hours, which will include weekends.
- Travel - interstate

10. Position Description - Team Manager

Position:	Team Manager
Responsible to:	QRU Program Manager
Major interactions:	<i>All team staff and players including</i> Head Coach Assistant Coach

Purpose (Why does the role exist?)

The role is critical in setting and maintaining standards through cordial, professional and regular contact with the QRU Program Manager, Coaching staff and each player to ensure effective delivery of the program schedule for the team;

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

- To responsibly manage and monitor the Team's schedule and logistics
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.
- Regular communication with QRU Program Manager and Team Staff Members to ensure all requirements are covered.
- Keep working on the best schedule to ensure the smooth and efficient running of the Team's daily program and events: training sessions, meetings, meals, travel, functions etc.

Duties

- Administrative functions including all relevant paper work for players, room allocation, selection of duty managers, issue or replacement of all team apparel including playing, training, formal and casual apparel.
- Coordination with Tournament liaison officers and duty managers for daily laundry where necessary.
- Preparation and distribution of daily diary (in consultation with Head Coach).
- Co-ordination and chair of all staff and team meetings including timings, agenda and follow up action on decisions.
- Provide leadership, communication and consultation with players, staff partners family and QRU Program Manager as required.
- Close liaison with Head Coach regarding daily and long term schedules, which includes training, meetings, promotional, media, discipline, team dress standards and social activities.
- Liaise with venues regarding all bookings including any changes to schedules.

- Team budget allocation and settlement of accounts when required.
 - Attend training sessions.
 - Financial Management of Team budgets when required.
 - Management of flight Check-ins including check-in of team equipment, collection and management of team airline tickets.
 - Management of hotel check-in including room lists and check outs.
 - Coordination of team equipment for training and travel.
 - Media Liaison as required.
 - Coordination of Team photo.
- PLUS:* Other odd jobs as required.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of players (One ‘principles of play’ across all programs)
- Successful implementation of the Blue Print for success (performances and success)
- Effective player and staff leadership program in place
- Staff and player satisfaction
- Effective communication and involvement with all staff
- The ability to have developed, maintained and promoted standards and expectations at all times

Unique Criteria

- Outstanding and proven ability to lead
- Excellent understanding of the components that contribute to a high performing rugby program
- Excellent people and communication skills
- Adaptability
- Excellent time management skills.
- Flexibility to travel – intrastate and interstate.

11. Position Description - Physiotherapist

Position:	Physiotherapist
Responsible to:	QRU Program Manager
Major interactions:	<i>All team staff and players including</i> Head Coach Assistant Coach

Purpose (Why does the role exist?)

- To maintain cordial, professional and regular contact with each player to ensure effective health and fitness delivery for the Team;
- To responsibly manage and monitor the Team's fitness and medical condition as part of the program;
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

TEAM MEDICAL SUPPLIES

Coordination of:

- Team Medical Supplies in conjunction with QRU Program Manager
- Team Hydration and recovery requirements during assemblies

MANAGEMENT/COORDINATION OF PLAYER FITNESS AND MEDICAL CARE

- Monitor playing personnel fitness and medical conditions in the lead up to Assemblies and during all team assemblies.
- Develop training schedule for fitness, recovery and flexibility pre assembly and during all assemblies.

Experience, Skill and expectations:

- Rugby Knowledge
- Qualified Physiotherapist
- Available for the duration of the program.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of players (One 'principles of play' across all programs)

- Successful implementation of the Blue Print for success (performances and success)
- Staff and player satisfaction
- Effective communication and involvement with all staff
- The ability maintained and promote standards and expectations at all times

Unique Criteria

- Excellent understanding of the components that contribute to a high performing rugby program
- Excellent people and communication skills
- Adaptability
- Excellent time management skills.
- Flexibility to travel – intrastate and interstate.

12. ARU Code of Conduct

ARU Code by –Laws

<http://www.rugby.com.au/LinkClick.aspx?fileticket=3cJMoggJdXg%3d&tabid=1968>

ARU Expectations of Behaviour Guidelines

<http://www.rugby.com.au/LinkClick.aspx?fileticket=UO-LTU3QjYc%3d&tabid=1969>