



AGILITY DOG ASSOCIATION OF AUSTRALIA LTD

ABN 83 070 415 404

IFCS WAC SELECTION - TEAM COACH

Introduction:

This document sets out the process that the Agility Dog Association of Australia Ltd (ADAA) will use to select Team Australia's Team Coach for the IFCS World Agility Championships to be held each year.

Purpose:

The IFCS World Agility Championships (WAC) provides an opportunity for handlers from member countries to participate at an international level. ADAA is seeking to select the best team possible (including Team Manager and Team Coach), taking into account that handlers will be running dogs not usually domiciling in Australia for the event, to represent Australia.

Policy Statement:

ADAA is aiming to send the highest calibre of handlers available to represent Australia at each WAC. ADAA is also aiming to support the Team Handlers with a Team Manager and Team Coach. Their selection will be based on skills required to successfully support the Team.

Definitions:

ADAA Official – ADAA Board Member, Judge, volunteer, contractor and/or employee undertaking activities on behalf of ADAA

Host Country – Country hosting the IFCS WAC

Host Dog – dog, not usually domiciling in Australia, secured to run for Team Australia

IFCS – International Federation of Cynological Sports

Member – person who is a recognised under one of the categories of membership and is financial

WAC Training Squad Member – a financial Member of ADAA in good standing who has met the selection criteria and from whom the Team Handlers will be selected

Team Handler – a financial Member of ADAA in good standing who has been selected to handle/run a dog at the WAC

Team Member - term used to indicate all members of the Australian IFCS WAC Team, including Team Manager, Team Coach, Team Handlers, Reserve Team Handler and any other support crew as approved by the Board of Directors

Team Pool Host Dogs – Host Dogs sourced by ADAA

Responsibilities:

Board of Directors – responsible for assessing applications and selecting Team Members and overall responsibility

Team Coach & Team Manager – jointly responsible for matching host dogs and Team Handlers following team arrival in Host Country.

Procedure:

1. Event details

1.1 IFCS World Agility Championships

1.1.1 The IFCS World Agility Championships (WAC) is held every year.

1.1.2 It is expected that each WAC will be held in April or May annually.

1.1.2.1 Planned schedule of dates (subject to minor changes):

1.1.2.1.1 Travel from Australia to Host Country: 9 days prior to commencement of WAC (some Team Members may need to travel earlier to train with their Host Dog)

1.1.2.1.2 Training with Host Dogs in Host Country: 4-6 days

- 1.1.2.1.3 Venue Set-up and Team Rest Day: 1 day
- 1.1.2.1.4 Check-in/Warm-up and Competition Dates: 4 days
- 1.1.2.1.5 Travel Host Country to Australia: 1 day
- 1.1.2.1.6 Minimum total days a Team Member needs to commit to is 14 days (Team Members must take into account time zone difference between Australia and Host Country and days lost/gained in flight to/from the Host Country).

1.2 Team composition

- 1.2.1 Each country may enter a maximum of 16 Team Handlers plus four (4) competitors who have been a medal winning finalist in any past IFCS Championship Event. There is no requirement for equal numbers of dogs in each height class, although consideration needs to be given to availability of dogs of different height classes in order to form teams.
- 1.2.2 ADAA aims to send a full team of eligible Handlers to each WAC (depending on the number and calibre of the response from Members). ADAA also aims to send a Team Manager and, subject to team numbers, a Team Coach.
- 1.2.3 Any incident of misconduct, harsh handling, bad sportsmanship, verbally or physically abusing a dog or fellow competitor, and/or abusing or challenging an ADAA Official by a Member from time of release of this document up to and including during the WAC will be considered by the Board (or the Team Manager and Team Coach after departure from Australia) and will result in the Member being ineligible to represent ADAA and Australia at a World Agility Championship. All Team Members will be ambassadors of ADAA and Australia and will be expected to show the highest levels of self-discipline and good sportsmanship.

2. Team Coach – Roles and Responsibilities and Selection Criteria

2.1 Position Description

- 2.1.1 The Team Coach is primarily a coaching and mentoring role. The focus of the Team Coach is to provide handling and strategy advice, coordinate training sessions, and to act in a support role to Team Handlers. The Team Coach has a focus on the Team Members' and Host Dogs' welfare, rather than a focus on dealing with WAC officials and administrative details.

2.2 Roles and Responsibilities

- 2.2.1 Represent ADAA and Australia in a professional manner and not bring ADAA or Australia into disrepute. To carefully consider any communication with Host Dog owners and to ensure that any feedback cannot be construed as criticising the Host dog and/or Owner.
- 2.2.2 To display respect for all WAC competitors and officials, including during ceremonies and presentations.
- 2.2.3 Set dates and exercises for local/remote training sessions and provide coaching and feedback to WAC Training Squad Members and Team Handlers, whether from face-to-face training or video-taped sessions.
- 2.2.4 Set and publish dates for one mandatory training session prior to departure (one weekend) with a minimum of 4 months' notice and make all arrangements for the sessions (including venue, equipment, presenters etc). The mandatory training session should incorporate mental preparation, physical fitness/skills training, discussion of IFCS and, in particular, WAC rules, competition/team strategy and any other appropriate Team training.
- 2.2.5 In collaboration with the Team Manager, determine optimum training schedule/regime following arrival in the Host Country, and implement the programme.
- 2.2.6 Participate in all WAC presentations/team activities.
- 2.2.7 Wear team uniform as designated.
- 2.2.8 A critical role is to be very familiar with and experienced in teaching different handling techniques and provide high level and innovative training and handling advice (as required) to the Team in the months leading up to the WAC and at the WAC.
- 2.2.9 The other critical role is to provide guidance and support to Team Members in building a relationship with their host dog and resolving any issues that may arise.
- 2.2.10 Have a good understanding of any relevant information that may affect a Team Member's ability to compete at the WAC.
- 2.2.11 Read and understand all IFCS and WAC rules and regulations as soon as they are available.
- 2.2.12 Provide an empathetic and non-judgmental support role to Team Handlers.
- 2.2.13 Play a conflict resolution role in the event of disputes between Team Handlers and/or support crew.
- 2.2.14 When opportunity presents itself, gain a basic understanding of the handling strengths and weaknesses of each WAC Training Squad Member so as to be better prepared to make an informed decision when it comes time to matching Host Dogs with individual Team Handlers. Further, as appropriate, provide handling and Games' strategy advice to Team Handlers.

- 2.2.15 WAC Training Squad Members have been selected due to their proven ability to perform at the highest levels within ADAA. Each Team Handler is best placed to know their own strengths and weaknesses and, after some training, with their host dogs – have an opinion on their limitations as a dog/handler team. As such, the Team Coach responsibility does not include dictating or controlling how a Team Handler will run a host dog or run a specific course. However the Team Coach should be prepared to provide guidance when warranted, especially with respect to understanding the rules for games. In such case, the advice must be given in an assertive and supportive manner.
- 2.2.16 Ensure that the day-to-day needs of the Team are met during the WAC, including such things as access to water and snacks/fruit during each day's competition.
- 2.2.17 In conjunction with the Team Manager, provide regular updates to the ADAA Board of Directors on any relevant information pertaining to the welfare of a Team Member or their host dog.
- 2.2.18 Work closely with the Team Manager and submit a report to the Board of Directors on or before 15 December outlining activities of the WAC Training Squad.
- 2.2.19 Work closely with the Team Manager to match the best Team Handler and Team Pool Host Dog combination.
- 2.2.20 Work closely with the Team Manager at the WAC to choose the best Team Handlers for the 3 dog Team Events.
- 2.2.21 Respect the confidentiality of any personal information of Team Members and/or support crew.
- 2.2.22 Maintain confidentiality of appointment of any Team Members until publicly released by the Board of Directors.
- 2.2.23 Represent the interests of ADAA as outlined by the Board of Directors.

2.3 Selection Criteria

- 2.3.1 The Team Coach will not handle a dog at the WAC.
- 2.3.2 The Team Coach must be a current financial Member of ADAA.
- 2.3.3 The Team Coach must have been a Member of ADAA for at least two years prior to close of the EOI.
- 2.3.4 The Team Coach must be an Adult, over the age of 18 on the first day of the WAC.
- 2.3.5 The Team Coach may be a Member of the Board of Directors and/or a Judge.
- 2.3.6 The Team Coach will demonstrate excellent people skills, including empathy and communication skills.
- 2.3.7 The Team Coach will demonstrate superior understanding of the rules of Agility, including Gamblers and Snooker.
- 2.3.8 The Team Coach will be an experienced Agility Handler and Trainer and will demonstrate superior understanding and knowledge of handling skills and strategy, and a demonstrated ability to instruct, assist and coach others to improve their performance and skills, in particular with regards to relationship building.
- 2.3.9 The Team Coach will be available for the travel dates of the WAC.
- 2.3.10 The Team Coach will be available for any Team training sessions set before departure.
- 2.3.11 The Team Coach must already have (or be prepared to arrange access to) and be familiar with Clean Run Course Design (to view training assignments and/or courses set by WAC Judges).
- 2.3.12 The Team Coach will be required to meet all pertinent requirements of this document with regards to passports and medical insurance.
- 2.3.13 The Team Coach will be required to (usually) respond to email correspondence regarding the WAC within 36 hours.
- 2.3.14 ADAA Members who wish to be considered for the role Team Coach must submit an Expression of Interest (EOI) Team Coach WAC form on or before 15 August each year (with the exception of 2014 in which case Expressions of Interest must be submitted on or before 27 September 2014). The EOI may be submitted by post, fax or email as detailed on the EOI form. Interested Members should submit an EOI advising of their interest to hold the position of Team Coach and to advise of their qualifications and state why they believe they should be appointed. Interested Members should pay due attention to the selection criteria outlined in this document.
- 2.3.15 The Team Coach will be chosen by majority vote of the Board of Directors. Candidates for the position of Team Coach are not limited to Members who submitted an EOI to the Board. The Board of Directors may also consider other suitable candidates, including a person who has not been a member of ADAA for two years. If there are more than five candidates for the position, the selection of the Team Coach will be undertaken in two rounds. The first round will be to determine the final two candidates, the second round to determine the Team Coach. In case of a split decision, in either or both rounds, the ADAA Chairman would be given a second vote.
- 2.3.16 If a Board Member, including the Chair has submitted an EOI for Team Coach, then they must abstain from a vote. If the Chair has submitted an EOI, then the Deputy Chair would break a split vote. If both the Chairman and Deputy Chairman have conflict of interest (submitted an EOI for Team Coach) and cannot cast a vote, then the Director Judging would be used to break the tie.

2.3.17 The Board of Directors will publicly announce the Team Coach on or before 31 October.

3. Expressions of Interest

3.1 Member Submissions

3.1.1 Members may submit an EOI for more than one position.

3.1.2 An EOI from any Team Member who demonstrates misconduct, harsh handling, bad sportsmanship, verbally or physically abusing a dog or fellow competitor, and/or abusing or challenging an Agility Official will be declined and/or cancelled.

4. Funding

4.1 Costs

4.1.1 ADAA will pay for reasonable costs for the Team Manager to attend the WAC, including airfares, accommodation, meals and team uniform/clothing, up to a maximum of \$5,000.00. Accommodation and meal expenses will only be paid by ADAA for the duration of the WAC, as stated in this document (commencing on date nominated for Team Members to arrive for team activities) but will exclude all costs associated with sightseeing. Reimbursement of expenses incurred, not previously paid by ADAA, will be made upon presentation of the relevant receipts.

4.2 Fundraising

4.2.1 Whilst the Team Coach is not specifically required to participate/assist in team fundraising activities, it is expected that he/she will, at the least, provide a support role to the Team.

4.2.2 All fundraising by ADAA, ADAA affiliated Clubs and/or individual ADAA Members that makes any reference to the WAC will be “pooled” and divided among Team Handlers (and Reserve Team Handlers who travel to the WAC) once the required funding has been used/allocated to cover the costs of general team expenses. Where a Team Handler sources funds from an external source (eg grant, personal donation), then this may be taken into account when determining the distribution of the balance of the fundraising “pool”.

5. General Obligations

5.1 Sportsmanship/Behaviour

5.1.1 This is a team sport; therefore all Team Members must show sportsmanship and team spirit (as a competitor, Team Official or spectator). Team Members are representing ADAA and Australia. Failure to meet any of these expectations is cause for dismissal from the Team. This includes blatant failure (no acceptable reason) to participate in training exercises, fundraising, Team meetings and/or Team activities.

5.1.2 Any known charge of misconduct, harsh handling or abusive behaviour by a Member from another sporting organisation, including other dog related organisations may be considered by the Board of Directors and may prevent a Member from being selected as a WAC Team Member and/or removed from the Team.

5.2 Eligibility to Apply

5.2.1 The Team Coach does not have to be an Australian citizen.

5.2.2 All Team Members must have a valid passport (with at least 6 months left before expiry date) no later than 1 February in the year of the WAC. ADAA will require proof and details of travel and overseas medical insurance before departure. All Team Members must be eligible for entry into the country hosting the WAC and/or must complete pre-entry and visa requirements.

5.2.3 All Team Members must, upon request and within the deadline advised, provide photographs and/or information, requested by the WAC host country/organisation for catalogues, identification and/or any other requirements they may reasonably require.

5.3 Medical Conditions

5.3.1 Team Members acknowledge that the positions require a minimum level of physical fitness and an injury may affect their ability to undertake their role.

5.3.2 All applicants must include in their EOI any pre-existing injuries and/or conditions (physical or psychological) which may impact on their ability to undertake their role as described in this Policy. Failure to disclose any known condition will be grounds for removal from the Team. Team Members shall be responsible for ensuring they provide evidence of the appropriate medical clearance to the Team Manager. ADAA reserves the right to have any, or all, Team Members undertake medical examination by a medical professional of its choosing, to confirm their “fitness” for the nominated role prior to departure.

- 5.3.3 The Team Coach must inform the Board of Directors of any medical conditions/injuries he/she may incur after accepting a Team Member position.

Stakeholders to be consulted prior to policy change:

Board of Directors

Related documents

Memorandum and Articles of Association REF-ORG-010 & REF-ORG-011

Agility Regulations 9th Edition POL-AR-001

IFCS WAC Selection – Team Handler Policy POL-MEM-040

IFCS WAC Selection – Team Manager Policy POL-MEM-043

Expression of Interest Team Coach WAC form FOR-MEM-043

Date	Action (Created/Reviewed)	Created/Reviewed by	Next review due
18 November 2012	Created	Treasurer	
23 November 2012	Approved	Board of Directors	
23 August 2014	Reviewed	Chairman	
2 September 2014	Approved	Board of Directors	