

Regional Coach Appointment Process

The purpose of this document is to outline approach taken to appoint a new Regional Coach

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1. Appointment of a Regional Coach

When a vacancy arises, an invitation is sent out to all Advanced Instructors and National Instructors in the Region notifying them of the vacancy and containing a copy of the job description.

The invitation advises expressing interest and discussing the matter in the first instance with the Coaching Coordinator and, if appropriate the outgoing Coach.

Interested candidates may be invited to submit:

- A brief CV detailing their relevant experience both from diving and their work background
- Details of what their perception is of the role of the Regional Coach
- How they see the Region developing under their care should they be appointed

Completed applications are submitted to the Coaching Coordinator and considered by them and the NDO. If necessary, a meeting can be arranged with prospective candidates to assist with the decision-making process. In many instances the outgoing Regional Coach's and Coaching team members' recommendations are also included in the appointment process.

Once the NDO and Coaching Coordinator have agreed on an appointment, the successful and then the unsuccessful candidates are notified personally by telephone of the outcome and the reasons for decisions made. Following this the outgoing coach is usually notified in the same way. New Regional Coaches are then able to notify the team.

2. Term Of Appointment

The appointment as a Regional Coach is for a period of three years. The period of appointment may be extended by agreement if there is a specific project that the Coach wishes to complete. Extensions beyond 4 years will be unlikely and will only be agreed to on a short-term basis where a replacement coach cannot be identified.

3. Regional Team Variance

The role of the Regional Coach will vary to an extent depending on the characteristics of their respective regions and will inevitably steer towards their particular sphere of interest. Where a region has significant differences to the norm then a separate detailed guidance note should be developed and maintained to provide a clear foundation that can be given to any successor (and may be used by other regions).

The appointment of an Assistant Regional Coach is a decision for each region. Where adopted the Regional Coach should inform the Coaching Coordinator at BSAC HQ with an outline of how the role and responsibilities are shared.

When the Regional Coach is unavailable (due to holidays or work) it is advisable to ask one of the team to deputise and inform the HQ Coaching Coordinator in order to maintain continuity of the services provided