

Mount Martha Junior Football Club

Coach Appointment & Tenure Policy



July 2026



MT MARTHA JUNIOR FOOTBALL CLUB

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1. Purpose

The purpose of this Policy is to establish a clear, fair and transparent framework for the appointment, review and tenure of coaches within the Club. The Policy aims to support the development and wellbeing of players, foster coaching excellence, create opportunities for emerging coaches, and strengthen the Club's long-term football program.

2. Scope

This Policy applies to all coaching appointments within the Club, including Head Coaches and other coaching positions as determined by the Football Committee.

3. Coaching Appointments

Coaches shall be appointed for a period of one (1) football season.

At the conclusion of each season, all coaching appointments will be reviewed.

Coaches who wish to continue in a coaching role must reapply through the Club's coaching appointment process as detailed in this document and will be considered alongside any other applicants.

3.1. Coach Selection

Coach selection is by a panel appointed by the Committee and will consist of some or all of the Executive Committee and potentially other external contributors that have a knowledge of junior football and MMJFC.

Older age groups will be appointed first with the aim to have u13s and up before registrations open.

All applicants will be interviewed and encouraged to prepare anything that will help communicate their coaching style, team management, philosophy etc.

4. Coaching Tenure

As a general guideline, coaches will normally serve no more than three (3) consecutive seasons in the same coaching appointment or with the same playing group.

4.1. This guideline is intended to:

- Provide players with exposure to different coaching styles, ideas and approaches throughout their football development.
- Encourage the development of future coaches.
- Create opportunities for emerging coaches within the Club.



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- Promote the sharing of coaching knowledge and experience.
- Strengthen the Club's long-term coaching and football development program.

This guideline is not intended to remove valued and successful coaches solely due to length of service.

5. Review Following Three Consecutive Seasons

Where a coach has served three (3) consecutive seasons in the same coaching appointment or with the same playing group, the Football Committee will undertake a review of the appointment before determining whether a further appointment is appropriate.

In conducting the review, the Football Committee may consider, but is not limited to, the following factors:

- The best interests and ongoing development of the players.
- The coach's performance and alignment with the Club's values, culture and expectations.
- Feedback received from players, parents and members of the Football Committee.
- The coach's commitment to ongoing coaching education, learning and development.
- The availability, suitability and quality of other applicants.
- Opportunities to develop future coaches and broaden coaching experience across the Club.
- The current and long-term needs of the Club.

Following its review, the Football Committee may reappoint the incumbent coach where it is satisfied that such reappointment is in the best interests of the players and the Club.

6. Ongoing Contribution of Coaches

The Club values the experience, knowledge and contribution of its coaches.

Coaches transitioning from a Head Coach position are encouraged to remain involved with the Club in alternative roles, including but not limited to:

- Assistant Coach.
- Mentor.
- Runner.
- Football Support Volunteer.
- Football Development Coach.
- Other coaching or football-related support positions.

The Club recognises the importance of retaining experienced coaches and encourages the continued sharing of knowledge and mentoring of future coaches.



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7. Mid-Season Review of Coaching Appointments

The Football Committee reserves the right to review any coaching appointment during the season where concerns arise regarding:

- Coach conduct.
- Player welfare.
- Communication with players, parents or Club officials.
- Compliance with Club policies, procedures and values.

Any other matter considered relevant to the effective performance of the coaching role.

Where appropriate, the Club will work collaboratively with the coach to address concerns through guidance, feedback, mentoring and support.

Where concerns cannot be satisfactorily resolved, the Football Committee may amend, suspend or conclude a coaching appointment where it determines that such action is in the best interests of the players and the Club.

8. Policy Authority

The Football Committee is responsible for the implementation, interpretation and review of this Policy and retains discretion to make decisions regarding coaching appointments in accordance with the objectives outlined herein.