



QUEENSLAND STATE OF ORIGIN 2027

COACH & MANAGER SELECTION POLICY



UNITE. INSPIRE. GROW.

CONTENTS

1.	PURPOSE	1
2.	PROCESS & TIMELINE	2
2.1	QUEENSLAND TOUCH FOOTBALL VALUES	2
2.2	QUEENSLAND TEAM PHILOSOPHY & ETHOS	2
2.3	TENURE	2
2.4	SELECTION PROCESS FOR COACH & MANAGER APPOINTMENTS	2
3.	SELECTION CRITERIA	3
3.1	ESSENTIAL SELECTION CRITERIA – HEAD & ASSISTANT COACH	3
3.2	ESSENTIAL SELECTION CRITERIA – MANAGER	3
3.3	DESIRABLE SELECTION CRITERIA	4
4.	CONDITIONS OF APPOINTMENT	4
4.1	ALL COACHES AND MANAGERS	4
4.2	CONFLICTS OF INTEREST	5

APPENDICES

APPENDIX A	HEAD COACH ROLES & RESPONSIBILITIES
APPENDIX B	ASSISTANT COACH ROLES & RESPONSIBILITIES
APPENDIX C	MANAGER ROLES & RESPONSIBILITIES

Document Title:	Queensland SOO Coaches & Manager Selection Policy
Version Number:	Version 1
Author(s):	Tristan Mana
Approved By:	QTF Board
Date Approved:	
Effective Date:	





1. PURPOSE

Queensland Touch Football will host the 2027 State of Origin Touch Football with exact date and venue to be determined: with the event likely to be hosted in late May - mid June window.

The purpose of this policy is to document the selection criteria used for the appointment of Queensland State of Origin Coaches and Managers and detail the expected standards that are to be met once appointed.

Coaches and Managers shall be offered positions based on their application, their current coaching record and their willingness to commit to fulfil their role, as outlined in their respective Responsibilities documents (Appendix A, B and C).

The focus for all appointments shall be in line with QTF values, the philosophy and integrity of the Queensland State of Origin Program and its associated objectives. Appointments shall be made in the interests of the State of Origin Program and as such a Coach or Manager may be appointed to a Division other than their preference.

Applications will be called for **Queensland Head Coach, Assistant Coach and Manager** for 2027 State of Origin in the following Divisions:

- Performance: Men's Open, Women's Open, Mixed Open, Men's 20, Women's 20.
- Seniors/Masters: Women's 27, Men's 30, Senior Mixed 30, Men's 35, Women's 35, Men's 40, Women's 40, Men's 45, Women's 45, Men's 50, Women's 50, Men's 55, Men's 60, Men's 65 Invitational.

This Selection Policy applies the following principles:

- 1) Employ a fair and transparent process for Team Management appointments.
- 2) Identify and recommend Coaches and Managers to apply for State Teams.
- 3) Complete the Team Management appointment process in an appropriate time frame.
- 4) Employ a fair and transparent selection process to ensure all nominations can compete for a role in a State Team Coach or Manager Role.
- 5) Select the best combination of Coach & Manager to form Team Management to achieve success at the respective State Of Origin.
- 6) Ensure the QTF Selection Policy is reviewed bi-annually at the completion of the State of Origin Series.



2. PROCESS & TIMELINE

2.1 QUEENSLAND TOUCH FOOTBALL VALUES

Our vision is to **Unite, Inspire and Grow** our Queensland Touch Football community under the shared core values of **Forward Thinking, Leading with Humility, Stronger Together, Passionately Proud and Fostering Fun**.

There is an expectation that our Queensland State of Origin Coaches, Managers, Players and Teams uphold our **VALUES, RESPECT** and **HONOUR** the Queensland jersey and those Queenslanders that have come before us.

2.2 QUEENSLAND TEAM PHILOSOPHY & ETHOS

Our philosophy and ethos are the "beliefs and principles" that guide us and set the "standard" for which we collectively stand for, as individuals, leaders, teams, and the organisation we represent.

The philosophy of our Queensland State of Origin is based on the premise of doing what is in "the best in the interest of the entire Queensland Team," and not the interest of an individual Team, Coach, Manager or Player.

Coaches and Managers are leaders and must maintain the highest level of integrity, be able to clearly communicate our shared values and philosophy, lead by example and be accountable both for their team and to the Queensland State of Origin team.

Queensland Touch Football will clearly articulate Queensland Team requirements to all Coaches and Managers, prior to their appointments.

2.3 TENURE

Coaches and Managers are under the direction of Queensland Touch Football at all times for the duration of the appointment.

All Coaches will be appointed for one SOO term commencing on **1st September 2026** and concluding **31st August 2027**, after the post event review and feedback of the 2027 State of Origin campaign.

All Queensland State of Origin (SOO) Coaches and Managers, regardless of Division of appointment, are expected to fulfil their role description, for the entire State of Origin campaign.

It is expected that Opens Coaches will make a significantly greater contribution and demonstrate stronger leadership, including active involvement in the broader State of Origin campaign, as well as providing leadership and mentoring opportunities.

2.4 SELECTION PROCESS FOR COACH & MANAGER APPOINTMENTS

- 2.2.1 Applications for Head Coach positions will be advertised on the QTF website and social media channels (as per the Queensland State of Origin campaign timeline).
- 2.2.2 Candidates for Queensland Team positions must apply formally through the process outlined by QTF.
- 2.2.3 Applicants for a position must meet the Essential Criteria for that position. Desirable Selection Criteria will be considered, when necessary, in making selection decisions.

- 2.2.4 Eligible applicants who meet the selection criteria will be reviewed by a selection panel convened by QTF.
- 2.2.5 Where the panel require more information, a shortlist for interview may be determined by the selection panel and selected applicants may be invited to interview.
- 2.2.6 At the conclusion of this process, recommendation will be made by the selection panel to the CEO for presentation to the Board for ratification.
- 2.2.7 All candidates will be notified of the outcome of their application. There is no requirement for QTF to justify or provide feedback on non-selection
- 2.2.8 Successful candidates must accept their appointments as advised by QTF by the due date as per the Queensland State of Origin campaign timeline.
- 2.2.9 2027 State of Origin Coach, Assistant Coach and Manager positions will be officially announced on the QTF website and social media channels as per the Queensland State of Origin campaign timeline.

3. SELECTION CRITERIA

Detailed below are the criteria for selection of coaches to Queensland Representative Teams. They will be used by coach selection panel members for endorsement of nominating coaches prior to ratification by the QTF Board.

3.1 ESSENTIAL SELECTION CRITERIA – HEAD & ASSISTANT COACH

- 3.1.1 Works collaboratively with QTF.
- 3.1.2 Demonstrates an alignment to QTF's Vision and Values
- 3.1.3. All Coaches are required to have a minimum Talent Coach Accreditation for all State of Origin Coaching roles.
- 3.1.4 Coaches must be a registered coach with an Affiliated entity.
- 3.1.5 Demonstrated Head Coach abilities, skills and attributes including relevant experience or demonstrated potential to be a Head Coach.
- 3.1.6 Recent experience (within the last three (3) years) in elite level and/or high performance competition programs.
- 3.1.7 Previous success in relevant elite (or similar) competitions/ programs.

3.2 ESSENTIAL SELECTION CRITERIA – MANAGER

- 3.2.1 Works collaboratively with QTF.
- 3.2.2 Demonstrates an alignment to QTF's Vision and Values
- 3.2.3 Strong interpersonal and oral communication skills including the ability of effectively liaising with players, coaches and administrators.
- 3.2.4 A proven ability for people management in a High-Performing environment
- 3.2.5 A proven ability for financial management
- 3.2.6 Sound knowledge of the Conditions of Entry and regulations of the competition.

3.3 DESIRABLE SELECTION CRITERIA

- 3.2.1 Demonstrated skill in coaching at the relevant age and elite level:
- Administrative (planning, goal setting, organisation, communication, etc.)
 - Technical (fundamentals and advanced skills).
 - Tactical (principles of play and concepts: situational specific and game strategy) and aligning with QTF philosophies.
 - Physiological (preparation, competition/practice and adequate recovery); and
 - Psychological (effective communication, developing relationships with stakeholders, goal setting, time management and mental skills training).
- 3.2.2 Demonstrated ability to work within an elite level “high-performance” program, which includes:
- Demonstrated ability to work within a provided program framework.
 - Demonstrate leadership with Assistant Coaches (including assignment of appropriate roles).
 - Consultation, communication and coordination with Team Managers as it relates to the managers’ roles and responsibilities.
 - Ability to consult with key stakeholders (including parents/guardians; association representative coaches and QTF); and
 - Demonstrated understanding and ability to communicate appropriately in the coordination of selectors, preparation, competition, and post competitions phases (includes reporting to QTF).
- 3.2.3 Demonstrated ability to approach each athlete as an individual; consider individual athlete workloads; adjust where appropriate to maximise the overall program benefit; and conscious prevention of overtraining of the athlete.

4. CONDITIONS OF APPOINTMENT

All coaches are required to meet the following obligations if appointed to the position of State Team Coach. State Team staff are subject to standard disciplinary processes in the event of a failure to comply to the stated conditions in this policy. Serious breaches may lead to the immediate termination of the State Team coaching appointment.

4.1 ALL COACHES AND MANAGERS

- Ensure that attire is appropriate while acting in the role, promote the interests of QTF and refrain from making any comments that may damage the reputation of QTF, its Board, management and staff. This includes comments on social media and other electronic platforms or in person.
- Grievances or problem with any individual or organisation inside or outside the team should be referred to QTF immediately.
- Coaches are not to use their position in recruiting players into a program they are associated with or moving to. Should a player approach a coach for advice on a “best path to follow,” the coach is to refer the player to QTF.
- Coaches are required to report any requested information in a timely manner and to the satisfaction of QTF.

- Coaches are required to adhere to all QTF policies, By-Laws and procedures and conduct selection for the Queensland Team, in accordance with the QTF Player Selection Policy.
- Coaches are required to adhere to [TFA's Code of Conduct](#)
- Coaches are required to hold training sessions only at those times and locations approved by QTF.
- Coaches must consider the individual workloads of athletes.
- Coaches are required to, always, work cooperatively with, and provide support for their Team Manager in the conducting of the manager's duties.
- Coaches are required to, always, work cooperatively with, and support QTF.
- All State Coaching staff are required to be available for selection camps and official State team training.

4.2 MANDATORY CHILD SAFEGUARDING REQUIREMENTS

QTF is committed to the safety and wellbeing of all children and young people who participate in our sport and access our services. We support the rights of the child and will act at all times to ensure a child safe environment is maintained. Whilst SOO is an adult event, there are potentially minors within both the training and playing environments.

Mandatory Child Safeguarding Requirements:

	Opens/U20s Coaches & Managers	Opens/U20s Support Personnel	Masters Coaches	Medical Personnel
Blue Card/Exemption Card	REQUIRED	REQUIRED		REQUIRED
Safeguarding Children and Young People Induction	REQUIRED	REQUIRED	RECOMMENDED	REQUIRED
Annual Update	REQUIRED	REQUIRED	RECOMMENDED	REQUIRED

1. Opens and Under 20s – Coaches, Managers and Support Staff must:

- Hold a current and valid Blue Card/Exemption Card (WWCC); and
- Blue Card/ Exemption Card must be linked to the QTF Organisation Portal.

2. Opens and Under 20s – Coaches, Managers and Support Staff are required to complete the [Sport Integrity Australia e-learning education](#) requirements below:

- Safeguarding Children & Young People in Sport Induction; and
- Complete Annual Update.

[Click here](#) to complete the Sport Integrity Australia e-learning.

Compliance with the Mandatory Child Safeguarding Requirements is required to attain and hold a position in the Queensland team. If at any stage an individual fails to meet compliance requirements, immediate removal from the Queensland team and environment will result.

4.3 MANDATORY INTERGITY EDUCATION REQUIREMENTS

Integrity education requirements for members of the SOO program are stipulated by Touch Football Australia’s (TFA) partnership with Sport Integrity Australia. TFA is bound by the World Anti-Doping Agency (WADA) International Standard of Education (ISE) and is committed to safeguarding our sport from integrity related threats.

In addition to the WADA code, Sport Integrity Australia also manages Safeguarding and Member Protection related matters under the National Integrity Framework.

Tour Leaders, Team Officials and Athletes involved in State of Origin are required to meet the online education requirements as detailed below:

Mandatory Integrity Education Requirements:

	Coaches & Managers	Support Personnel	Medical Personnel
Competition Manipulation and Sports Betting	REQUIRED	REQUIRED	RECOMMENDED
Anti-Doping Fundamentals	REQUIRED	REQUIRED	REQUIRED

Compliance with the Mandatory Integrity Education Requirements is required to attain and hold a position in the Queensland team. If at any stage an individual fails to meet compliance requirements, immediate removal from the Queensland team and environment will result.

4.4 CONFLICTS OF INTEREST

Applicants for the Head Coach, Assistant Coach or Development Coach must declare if they have a “Conflict of Interest” with any of the players who are eligible for selection in the age group and gender in which they are making application. A conflict of interest is defined as a person who has a relationship with a player or group of players that may affect or be perceived to affect their ability to apply the player selection policy objectively and ensure appropriate field time.

A conflict of interest is determined as:

- Being related to (father, mother, brother, sister, uncle, aunty, etc.) a player or players who are eligible for selection in the age group and gender in which the application is being made; or
- Coaching a representative team in the same age group and gender in which you are applying for as a State Team coaching position; or
- Having a personal relationship (e.g. a personal friend of the family) with a player or players in the age group and gender in which the application is made; or
- Any other relationship which may be or be perceived to affect the ability of the coach to apply the player selection policy objectively and allocate playing time appropriately.

All conflicts of interest will be assessed by QTF in determining the selection of applicants.

APPENDIX A HEAD COACH RESPONSIBILITIES

High Performance Leadership

- Establish a clear Coaching Structure and Role Clarity within your Team Management
- Establish clear performance standards (technical, tactical, physical, psychological, behavioural)
- Translate long-term strategy into a State Of Origin season plan, incorporating the SOO Athlete Development Program and training camps.
- Align athletes, staff, and stakeholders around the Queensland State Of Origin program.
- Action and adhere to all QTF policies and practices relevant to the HP program.
- At the conclusion of the SOO event, provide to QTF a full report on the performance of self and staff including players and then present in a Performance Review Interview.
- Actively engage in the QTF State of Origin Coach Review Process
 - Coach and support staff survey
 - Player Appraisals

Sustainable Athlete Development

- Assist in the clear articulation of QTF High-Performance Program policies to state athletes.
- Ensure state-wide Talent Identification (TID) occurs and that the process of selection as it relates to the SOO Program follows the relevant Selection Policies and practices.
- Ensure TID practices are fair and equitable and always promotes a State perspective.
- Ensure reporting is implemented for athletes that provides formal assessment and feedback.

Innovation in Coach Development

- Engage in training on HUDL to support use during your SOO campaign.
- Undertake the necessary planning and preparation to deliver the best outcomes for Queensland's Elite athletes.
- Undertake where required mentoring and leadership roles as one of the State's leading Coaches.
- Encourage collaboration, mentoring and support of all Qld coaches to promote HP outcomes and a state perspective.
- Where required assist and support the wider touch community through involvement in workshops, development seminars and coach courses – while ensuring they are actively engaging local Touch Football communities and building positive public relations of Queensland representatives.

Maintaining a Competitive Advantage

- Adhere to and drive the Selection Camp Testing Protocols
- Adhere to and drive the QTF Recovery Protocols
- Provide the highest possible standards in the delivery of training camps and any specified tours – including active planning, effective communication, and risk management requirements to provide a quality experience to all SOO athletes.



- Ensure all athletes adhere to the QTF SOO Athlete Development Program to ensure they can perform at their best.
- Assist QTF to consult with all SOO team athletes (and or parents) regarding payments and other administrative matters.
- Look for opportunities for program innovation to deliver results on the field through use of technology and or sports science to deliver better performances and outcomes for SOO athletes.

APPENDIX B ASSISTANT COACH RESPONSIBILITIES

Appointment Qualifications

The minimum qualification required by a SOO Assistant Coach is - TFA Talent Accreditation.

Role & Responsibilities

- Assistant Coaches will, always, be under the direction of the Head Coach and QTF.
- Where possible and practicable, Assistant Coaches will be required to assist the Head Coach to fulfil the responsibilities as outlined in the SOO Head Coach – Responsibilities.

APPENDIX C MANAGER RESPONSIBILITIES

Team Managers have an extremely significant role ensuring the successful management of the team and welfare of players in their care.

- Responsible for the administration and management of the team.
- Responsible for the welfare and safety of all team members
- Liaising with all team members, coaches and officials to ensure players are appropriately dressed, informed of training, competition details and functions.
- Liaising with all team members to ensure that levy fees are paid on time.
- Ensuring all team members paperwork/registrations are completed and have met deadlines.
- Acting as a liaison officer between the QTF office and the team.
- Assist with team requirements regards to training, before and during games.
- Assist with logistics around transport and travel requirements.
- Ensuring the score card and any other rules/regulations of the competition are carried out as per competition Conditions of Entry.
- Ensuring that players under 18 years are always supervised.
- Ensuring all players remain together at the competition and support each other while representing QTF.



UNITE. INSPIRE. GROW.

**Forward Thinking
Stronger Together
Leading with Humility
Passionately Proud
Fostering Fun**



**Queensland
Government**