



DICKY BEACH SURF LIFESAVING CLUB
PROCEDURE NO. ADM019

**JUNIOR ACTIVITIES SELECTION OF
CLUB CAPTAINS AND LEADERSHIP TEAM**

Document Control

Version Control

Date	Version	Details	Author
26.1.2019	1	Introduction	T Hutton
25.05.2020	2	Annual Review of Policies	Secretary

1. Purpose and Background

1.1 To guide the Junior Activities Committee in the selection of the club captains and the leadership team for Junior Activities.

2. Policy Statement

2.1 The Junior Activities Committee is charged with the selection of the club captains and leadership team for nipper activities.

2.2 During the season the club captains and / or leadership team shall take on leadership roles and act as ambassadors for the club at Branch and State junior activity events.

3. Applicability:

3.1 This procedure applies to Junior Activities of the Dicky Beach Surf Life Saving Club. The responsibility of implementing this policy/procedure rests with the Junior Activities Committee under the overview of the Board.

4. Statutory/Constitution/By-Laws Requirements

4.1 This procedure specifically relates to By-Laws Section 6.

5. Considerations

5.1 Dicky Beach Junior Activities Committee encourages junior members to embrace leadership roles within the club. When selecting club captains and the leadership team it is the club's intention to assist in the development of junior member's leadership capabilities.

5.2 Club Captains will have the opportunity to represent the club at Surf Lifesaving development camps and at other Branch / State events.



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6 **Procedures**

6.1 **Selection**

- 6.1.1 Nipper club captains and leadership team shall be in the U14 age group for the season when they serve in these roles.
- 6.1.2 Selection of the club captains and leadership team shall be carried out in the season prior with a view to announcing the successful applicants at the end of season nipper break-up.
- 6.1.3 Applications for leadership roles, including club captains will be forwarded through the relevant social media platform.
- 6.1.4 Applicants will need to forward a written application back to the nominated Junior Activity Management Committee member.
- 6.1.5 A shortlisting process will occur prior to the interview process by the interview panel; ensuring eligibility requirements have been reached.
- 6.1.6 Interviews will be conducted for these positions on a date suitable to all parties. In the event of an applicant not being able to be interviewed on the designated date, arrangements will be made, where practicable to interview the applicant on another date.
- 6.1.7 The selection panel shall consist of the following:
- Two Age Managers from the U13 age group or their assigned representative;
 - Nipper Chairperson or their assigned representative;
 - Life Member of Dicky Beach SLSC or other appointed person as designated by the Junior Activities Committee;
- 6.1.7.1 Any person whose child is nominating for a position will be excluded from sitting on the panel this is to ensure openness within the process;
- 6.1.7.2 If an Age Manager is excluded, they are to be asked for written feedback once nominations are received but prior to the interview process; and
- 6.1.7.3 The written feedback is to be provided to all selection panel members at least two days prior to the scheduled interviews.
- 6.1.8 The selection and nomination for club captains and leadership team shall be based but not wholly included on the following criteria:
- Commitment;
 - Longevity in the Dicky Beach Nipper program;
 - Proven Team Player;
 - General Behaviour – participation on Nipper Sundays and at carnivals;



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- Involvement in club activities, including but not limited to fundraising events; and
- Involvement in other nipper and surf lifesaving activities throughout the club.

6.1.9 Two club captains shall be selected. They may be a male and a female, two female or two male captains.

6.1.10 Following the selection process there may be times where several suitable candidates exist for the position of captain. In this situation vice-captains may be appointed by the selection panel in conjunction with the approval of the Junior Activities Committee.

6.1.11 The leadership team shall be selected from the remainder of suitable candidates.

Authority

John Scott
President