



NEW FQ ACADEMY RECRUITMENT FRAMEWORK & TIMELINE

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New FQ Academy Recruitment Framework | FAQs

01. Why is Football Queensland changing the FQ Academy Recruitment Framework?

The FQ Academy Recruitment Framework is designed to reduce reliance on open trials and encourage more effective, year-round talent identification and recruitment practices.

Under the new framework, FQ Academy Gold clubs will be expected to identify and secure playing positions earlier through sustained observation, meaningful engagement and robust recruitment processes. Rather than concentrating recruitment decisions into a short trial period, clubs will be encouraged to make informed decisions based on player performances and development observed throughout the season.

This approach aims to:

- Improve the quality and consistency of recruitment decisions.
- Reduce the pressure placed on players during a single trial event.
- Promote long-term talent identification practices.
- Better align recruitment outcomes with player development objectives.
- Recognise and reward clubs that demonstrate sophisticated talent identification capabilities.

02. Why can Gold clubs recruit earlier?

The Gold badge recognises clubs that have demonstrated a high level of capability across academy operations, including talent identification and recruitment.

As a result, Gold clubs may be provided with opportunities to secure playing positions earlier, reflecting the expectation that recruitment decisions are based on year-round observation and evidence-based assessment rather than solely on trial performance.

Gold clubs with high retention rates and high scores in TID areas in the Club Assessment process should avoid using the EOI – OPEN TRIALS process.

03. When will clubs receive their academy badge outcome?

Preliminary badge outcomes will be issued during the week commencing **Monday 24 August**.

Clubs are encouraged to accept their badge as soon as possible to 'lock in' their trial window and subsequent planning / logistics. Entering the Review / Appeal phase will delay badge awarding.

04. What options do clubs have once they receive their badge outcome?

Clubs may either:

- Accept the badge outcome and proceed within the framework, including locking in their applicable EOI/Open Trial Window; or

- Enter the review process if they wish to have their preliminary badge outcome reconsidered.

05. If a club enters the review process, can it still begin advertising trials?

No. Clubs must wait until the review process has concluded and a final determination has been communicated before advertising or conducting any activity covered within the recruitment framework.

06. Which clubs MUST apply for Open EOI Trial Access?

Only clubs that receive a Gold rating MUST apply for Open EOI Trial Access. Gold clubs with high retention rates and TID practices seeking to host a large number of trialists for a small number of positions will be denied. Generally, this is unlikely to be the case. Gold clubs using FQ Academy League 1 open trials to 'fill' League 2 or 3 positions will be denied.

07. Does receiving a Gold rating automatically grant Open EOI Trial Access?

No. Gold Clubs must apply for Open EOI Trial Access. Approval is not automatic and will be assessed by Football Queensland. It is very likely that this will be approved, however the club CDA or lead FQ Technical staff member will open dialogue with the club about this approval and best steps.

08. When can Gold clubs apply for Open EOI Trial Access?

Applications open during the week commencing **Monday 7 September** and must be submitted via the [designated online form](#).

09. What will Football Queensland consider when assessing Open EOI Trial Access applications?

Applications will be assessed against the requirements outlined within the Recruitment Framework. Approval will consider the club's demonstrated ability to meet the relevant recruitment, development and safeguarding expectations.

10. When will clubs be notified of their Open EOI Trial Access application outcome?

Football Queensland will review applications and communicate outcomes during the week commencing **Monday 14 September**.

11. When can clubs start advertising EOI or trial opportunities?

Approved Gold clubs and all eligible non-Gold clubs may begin advertising EOI Trial Access opportunities from the week commencing **Monday 21 September**.

12. Can a club advertise trials before 21 September?

No. Clubs must not advertise or promote EOI/Trial opportunities prior to the approved advertising commencement date.

13. What happens if a club advertises before the approved date?

Any advertising or recruitment activity undertaken outside of the approved framework may be considered a breach of the recruitment regulations and may be subject to review and/or sanctions.

14. Will different rating levels have different recruitment permissions?

Yes. Recruitment permissions will align with the academy badge level and the requirements outlined in the Recruitment Framework.

15. If a club is unsuccessful in obtaining Open EOI Trial Access, can it still recruit players?

Yes. The club may still recruit in accordance with the permissions and restrictions associated with its academy rating level and the Recruitment Framework. It is strongly encouraged that clubs work together to avoid open trials. In-season communication is vital – permission to train or trial in season must be sought from technical directors of any club.

16. What is the purpose of the Open EOI Trial Access process?

The process is designed to provide approved clubs with a structured and transparent mechanism to identify prospective players while maintaining fairness and consistency across the academy system. The ideal aim is to avoid trials over a short period of time within the FQ Academy Leagues in SEQ.

17. Are clubs required to participate in Open EOI Trial Access?

No. Participation is optional. Eligible clubs may choose whether to apply. It would be looked on more favourably within the club assessment that clubs recruit outside of EOI > Open trials.

Clubs are encouraged to retain players on long term placement agreements that state a player does not have to trial for a multi-year period.

18. Can a club change its nominated EOI/Open Trial window after accepting its badge outcome?

Generally, clubs should operate within the window selected when accepting their badge outcome. Requests for amendments will be considered only in exceptional circumstances and are not guaranteed.

19. What happens if a club misses the application deadline for Open EOI Trial Access?

Late applications may not be accepted. Clubs are encouraged to submit their application within the published timeframe to ensure it can be considered.

20. Can we trial a player with an older age group while a dispensation is being considered?

Participation arrangements may be assessed on a case-by-case basis; however, clubs must not offer or guarantee a place in an older or younger age group until an approved dispensation has been received.

21. Can a club reserve a position pending a dispensation outcome?

No. Clubs must not reserve, guarantee or conditionally offer positions outside a player's eligible age group while awaiting a dispensation outcome.

22. Who should clubs contact if they have questions about their badge outcome or recruitment permission?

Clubs should contact Football Queensland via technical@footballqueensland.com.au