

## POSITION DESCRIPTION

### 2020 HEAD COACH – STATE TEAMS

<b>Position Title</b>	<b>Head Coach – State 15U Team</b>
<b>Reporting</b>	Performance Pathway Manager – Netball Tasmania
<b>Location</b>	Various
<b>Commitment</b>	<p><u>Training Phase (May 2020 to July 2020)</u></p> <ul style="list-style-type: none"> <li>• Approx. 5 Hours per week on average</li> <li>• Mostly on weekends</li> </ul> <p><u>Competition Phase (18<sup>th</sup> July 2020 to 24<sup>th</sup> July 2020)</u></p> <ul style="list-style-type: none"> <li>• National Championships to be held in Canberra, ACT</li> </ul>
<b>Remuneration</b>	Honorarium as determined by Netball Tasmania Travel, accommodation and meal allowances provided during the Championships
<b>Role Purpose</b>	Prepare the State Team to compete in the 15U Sports Australia Netball Championships and to develop, manage and deliver the training and performance program for the selected athletes. Promote compliance with all Netball Tasmania’s policies and procedures that adhere to Netball Tasmania’s values and strategic goals
<b>Term</b>	April 2020 to July 2020
<b>Team</b>	<p>The Head Coach is expected to work effectively as part of the team staff, including;</p> <ul style="list-style-type: none"> <li>• Assistant Coach</li> <li>• Team Manager</li> <li>• Physiotherapist</li> <li>• Apprentice Coach (where appropriate)</li> </ul> <p>And will also have Key Relationships with the following:</p> <ul style="list-style-type: none"> <li>• State Selection Committee</li> <li>• Netball Tasmania’s High Performance Coach</li> </ul>
<b>Qualification Requirements</b>	<ul style="list-style-type: none"> <li>• Current Intermediate Accreditation (Essential)</li> <li>• Working with Vulnerable People accreditation.</li> </ul>

<b>Required Skills</b>	<ul style="list-style-type: none"> <li>• Ability to acquire a comprehensive knowledge of the programs and pathways within Australian Netball</li> </ul>
	<ul style="list-style-type: none"> <li>• Currently coaching or have coached netball athletes at State League or National Level</li> </ul>
	<ul style="list-style-type: none"> <li>• Demonstrate ability to implement a range of game strategies and tactics</li> </ul>
	<ul style="list-style-type: none"> <li>• Strong interpersonal and communication skills and proven ability to work with a complex and diverse group of stakeholders</li> </ul>
	<ul style="list-style-type: none"> <li>• Strong leadership skills to inspire and motivate others as well as a proven ability in negotiation, prioritisation and time management.</li> </ul>
	<ul style="list-style-type: none"> <li>• Outstanding written and oral communication skills and confidence in presenting to large groups</li> </ul>
	<ul style="list-style-type: none"> <li>• Be motivated and proactive with an ability to use initiative to solve problems</li> </ul>
	<ul style="list-style-type: none"> <li>• Ability to set priorities, plan work programs, meet deadlines and manage time effectively</li> </ul>
	<ul style="list-style-type: none"> <li>• Experience in working independently and as an integral part of a team</li> </ul>

<b>Outcomes and Measurements</b>	<ul style="list-style-type: none"> <li>• To produce competitive results which continue to demonstrate improvement in the Netball Tasmania High Performance Pathways</li> </ul>
	<ul style="list-style-type: none"> <li>• KPIs will be set and measured based on historical data from previous Championships</li> </ul>

Responsibilities	<ul style="list-style-type: none"> <li>Participate in selection of the team, ensuring that the best possible athletes are selected for the purposes of both team performance, and long term development into other high performance programs</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a training program which provides the best possible learning environment and team preparation, whilst giving due consideration to athlete location and workload</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a high performance team culture with a genuine commitment to ‘punch above our weight’ and strive to achieve standards not yet achieved by Tasmanian teams at 15U School Sports Australia National Championships</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure that the group has well established standards, performance measures, and goals in place prior to the commencement of on court training and find balance between individual development &amp; team success</li> </ul>
	<ul style="list-style-type: none"> <li>Appoint athletes to Leadership positions based on their maturity, readiness, and demonstrated ability to genuinely lead the team</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure that athletes are held to absolute account for their performance and behavior, whilst creating an enjoyable environment whilst delivering a positive experience for athletes and to ensure that they want to remain proactively involved in Tasmanian Pathway Programs</li> </ul>
	<ul style="list-style-type: none"> <li>Liaise with the Performance Pathway Manager in relation to Tasmanian athlete performance and wellbeing, to ensure that all relevant stakeholders are engaged in the State program and can work collectively towards the development and management of the athletes</li> </ul>
	<ul style="list-style-type: none"> <li>Manage and encourage all support staff and provide feedback to each of them in terms of their performance</li> </ul>
	<ul style="list-style-type: none"> <li>Provide a detailed post-event report to the Performance Pathway Manager on each of the individual athletes as well as the relevant KPIs. Individual athlete reports will also be shared with them as well as any relevant stakeholders.</li> </ul>
	<ul style="list-style-type: none"> <li>Participate in the evaluation process post-event</li> </ul>

<b>Netball Tasmania Culture</b>	<p>Netball Tasmania subscribes to a set of values which guide the behaviors of the Tasmanian Netball community and underpin a healthy and successful culture.</p> <p>Individuals who hold positions with Netball Tasmania Performance Pathway programs are expected to adhere to champion behaviors.</p>
	<p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>• We operate transparently and communicate openly and constructively;</li> <li>• We're accountable for our behaviors and performance;</li> <li>• We're responsive to stakeholder needs and consider the impact on the person at the end of every interaction;</li> <li>• We continuously develop our knowledge and improve our performance in order to remain relevant to our member base; and</li> <li>• We place the best interests of the sport ahead of our personal preference or gain.</li> </ul>
	<p><b>Empowerment</b></p> <ul style="list-style-type: none"> <li>• We value the contribution of all members of our Netball community;</li> <li>• We seek to remove impediments to creativity and productivity;</li> <li>• We encourage our people to find ways to be leaders, regardless of their role; and</li> <li>• We actively share knowledge and resources in recognition that collectively we are stronger.</li> </ul>
	<p><b>Ambition</b></p> <ul style="list-style-type: none"> <li>• We have genuine belief in the capability of our people;</li> <li>• We enjoy new challenges and the opportunity to overcome the odds;</li> <li>• We're courageous enough to take risks and blaze new trails in our pursuit of excellence; and</li> <li>• We expect dedication, professionalism and success.</li> </ul>