



Position Title:	Diamond Spirit and Inclusion Programs Lead		
Work Area:	Delivery Network		
Reports to:	Manager - Diamond Spirit, Products and Programs		
Primary Location/s:	Brisbane		
Reportable Positions:	1 x Casual Coordinator/trainee	Employment Status:	2 year Full time Contract – subject to funding
Approved:	September 2020		

Who Are We?	<p>At Netball Queensland we have an ambitious vision of becoming a world-class sports organisation, respected for transforming lives through netball. We strongly encourage all candidates to read our Strategic Plan available on our website <a href="http://www.netballq.org.au">www.netballq.org.au</a></p> <p>To achieve this Netball Queensland must push the limits, we therefore need extraordinary people to take our sport into uncharted territory. Shaping a performance culture and delivering world class performance starts with assembling the right team and creating an environment where that team can thrive.</p> <p>We are super proud of our history-making Queensland Firebirds team; we are determined to continue to be the number 1 sport for women and girls in Queensland and we couldn't be more excited about our new \$45million state-of-the-art Queensland State Netball Centre (NISSAN Arena). The next few years are game changing for us, and we need the right team in place to make the most of these opportunities.</p> <p>Further information on Netball Queensland, NISSAN Arena, Queensland Firebirds and the HART Sapphire Series can be found at <a href="http://www.netballq.org.au">www.netballq.org.au</a> <a href="http://www.nissanarena.com.au">www.nissanarena.com.au</a> <a href="http://www.firebirds.net.au">www.firebirds.net.au</a> and <a href="http://www.sapphireseries.com.au">www.sapphireseries.com.au</a></p>
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## The Opportunity

Our Diamond Spirit program is a holistic community engagement program which uses netball as a vehicle to empower and educate Indigenous girls in remote and regional communities. Diamond Spirit has already made a positive impact in the lives of more than 1,000 participants in the Far North Queensland communities of Aurukun, Mapoon, Napranum and Yarrabah.

Participants have been engaged in a range of fun, educational and practical workshops as part of the program, which uses netball to encourage and reward healthy living and engagement in education.

The Diamond Spirit and Inclusion Programs Lead is the face of this and other inclusion programs at the community level. You will lead the delivery of our Diamond Spirit Program and other identified Inclusion projects across Queensland communities with a specific focus on building local capacity through innovative program design. Your work and that of your colleagues will directly contribute to the ongoing sustainability of netball throughout indigenous and multicultural Queensland whilst engaging, empowering and supporting the development of our participants.

### The Role

The key areas of responsibility for the Diamond Spirit and Inclusion Programs Lead include, but are not limited to:

- Support the delivery of Netball Queensland's Diamond Spirit program, and other identified priority Inclusion projects across Queensland including the Connecting Through Sport (CTS) program with Multicultural Australia.
- Develop effective strategies that will increase the capacity of communities, including remote Indigenous communities to deliver community netball, through innovative coach and umpire development programs utilising appropriate resources to suit different audiences.
- Assist in the development and delivery of Cultural Diversity Training that enables a uniform approach but is flexible to be needs based for differing organisations.
- Take a lead role in managing and expanding the local workforce through effective relationships that deliver positive outcomes for community sport.
- Assist in gathering qualitative and quantitative data that tracks participation data and measures the effectiveness of Diamond Spirit and other inclusion projects.
- Support the development of new and existing 'remote community clubs' to ensure long term sustainability of programs in remote communities.
- Manage local partnerships with priority partners that increase participation opportunities for Aboriginal and Torres Strait islander people and other identified target groups aligned to Netball Queensland's strategic priorities.
- Provide timely reports to the Manager - Diamond Spirit, Products and Programs to ensure program outcomes are achieving agreed key performance measures.
- Any other tasks required by Netball Queensland to achieve program outcomes.

Due to the nature of the position and the sport industry, evening, weekend work and travel will be required from time to time. =You will also be required to travel to remote Indigenous communities regularly throughout the year

You must hold a Working with Children (Blue) Card or be able to obtain one as soon as possible.

### Who are you?

You are someone who has:

- A strong personal brand which personifies Netball Queensland's values driven culture of excellence based on trust;
- Knowledge and understanding of Aboriginal and Torres Strait Islander culture, traditions, history, lifestyle and health particularly in relation to gender cultural beliefs, family and communities.
- Demonstrated ability to work effectively with CALD communities and target groups specifically refugees, migrants, international students and women

- Demonstrated high level interpersonal skills and ability to work with Aboriginal and/or Torres Strait Islander clients, communities, and members from diverse cultural backgrounds
- Demonstrated ability to articulate and act within the appropriate cultural context for number of different cultural groups, with the purpose of building cultural capacity within the netball system.
- Ability to be flexible and adaptable in a challenging yet rewarding working environment
- Be an influential leader across all areas of our business to support a truly inclusive and diverse workplace environment

This position has been identified under s25 of the Anti-Discrimination Act 1991 (Qld), to have a genuine occupational requirement for the incumbent to be indigenous to the Aboriginal and/or Torres Strait Islander community.

### Your Experience and Skills

To be the perfect fit for this role you will have:

#### **Essential**

- High standard of written and verbal communication and collaboration skills, including negotiation, interpersonal and facilitation skills.
- Sound knowledge and understanding of Aboriginal and Torres Strait Islander societies, cultures and issues and proven ability to consult effectively with Indigenous people and organisations.
- Demonstrated experience or capacity to develop and implement sport and recreation programs in remote Indigenous communities.
- Knowledge and understanding of Netball programs at a community level
- Effective time management skills with a demonstrated ability to work autonomously and meet multiple deadlines and commitments
- Proven ability to work autonomously and achieve outcomes under minimal supervision.
- Minimum Foundation level coach accreditation or willingness to obtain and further develop your netball coaching knowledge.
- Able to work flexible hours to suit community needs, this may include weekends and evening work.
- Willingness to travel at least once a term to deliver training and events in remote communities.

### What we offer

To achieve our vision of becoming a “world-class sports organisation respected for transforming lives through netball”, Netball Queensland must have the best and brightest team on the court. Your reward for stepping into this challenge will be:

- A high-performance culture where you will lead and be led, challenge and be challenged
- Professional Development and a strong commitment to support your career growth
- Flexible work practices to enable you to live your best life
- An unbeatable team culture
- Excellent working facilities in our brand new, state of the art home of netball – Nissan Arena
- Tickets to events at our venue
- Opportunities with our corporate sponsors

And above all, the opportunity to directly impact our great game of netball and ensure its sustainability for generations to come!

To apply, please visit the Seek posting at <https://www.seek.com.au/job/50503415>