



Position Title:	Manager – Netball Workforce		
Work Area:	Delivery Network		
Reports to:	General Manager – Delivery Network		
Primary Location/s:	Nissan Arena, Mains Road, Nathan or Regional		
Reportable Positions:		Employment Status:	Full-time/Part Time
Approved:	February 2021		

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.</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 amazing home – the \$45 million state-of-the-art 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 www.netballq.org.au www.nissanarena.com.au www.firebirds.net.au and www.sapphireseries.com.au</p> <p>We strongly encourage all candidates to read our Strategic Plan available on our website www.netballq.org.au</p>
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Your Contribution to Netball Queensland

The Manager – Netball Workforce is an exciting new opportunity to build the capability and capacity of the netball workforce, including coaches, officials and volunteers, to support participation growth and deliver netball across Queensland.

In this role, you will lead the development and implementation of our netball workforce action plan, ensuring alignment between Netball Queensland's strategic priorities and that our workforce is skilled, valued, supported to provide the best possible netball experience at club, association, region and state-wide levels. This includes responsibility for the design and delivery of development programs, resources and opportunities for existing and new coaches, officials and volunteers, which meet the needs of the netball community across Queensland.

As the Manager – Netball Workforce, you will mentor and manage the team that plans, promotes and delivers a suite of education, training, development and accreditation pathways for our coach and official workforce across Queensland.

Reporting to the General Manager Delivery Network, your work and that of your team will directly contribute the growth and sustainability of netball in Queensland, and Netball Queensland’s vision of being a world-leading sports organisation, respected for transforming lives through netball.

Key Responsibilities of the Role

The key areas of responsibility for the Manager – Netball Workforce includes but is not limited to the following.

Strategic Alignment

- Developing the workforce action plan to support attraction, development, and retention of the paid and volunteer netball workforce within Queensland, ensuring alignment with Netball Queensland’s strategic plan and operating plans.
- Monitoring, evaluating and enhancing whole of workforce programs through continuous improvement and change management in a large and complex organisation.
- Coordinating and delivering workforce capability programs and initiatives that support coaches, umpires, bench officials, administrators and volunteers to deliver positive and inclusive netball experiences in their communities.
- Partnering with the Delivery Network Leads and Business Analyst to track participation growth and association and club priorities, to ensure that capability development programs are aligned to workforce needs.
- Ensuring that new and experienced coaches and officials are provided with fit for purpose development opportunities and access to Netball Australia accreditation pathways.
- In conjunction with the Manager, Netball Workforce establish a Youth Advisory Group to inform and influence Netball Queensland’s priorities, programs and products, and to support the development of the future leaders within the netball community.
- Work collaboratively with a range of stakeholders to develop workforce planning capability and useful workforce metrics to inform Netball Queensland’s strategic workforce initiatives.

Delivery

- Lead the development of new and updated curriculum content, development experiences and resources to improve the quality, capacity and confidence of the netball, including reviewing existing programs and resources.
- Coordinate the development of a Coach and Officials online content library to support the capability and capacity of our coaches, umpires and bench officials to deliver high quality, inclusive and best practice experiences for participants.
- Monitoring the performance of registered participants and establish a system of ongoing feedback and review to support continual improvement.
- Establish an annual schedule of development opportunities, including introductory workshops for coaches, umpires and volunteers, and accreditation pathways for those seeking to progress their development in relevant fields.
- Deliver courses, workshops and promote that support and enhance the capability development of our netball workforce, including opportunities for online/virtual development programs.

- Initiating, co-designing and gain supporting for initiatives that attract and recruit more volunteers to support various netball related roles across our community.
- Working with internal stakeholders such as the Marketing and Communications team to launch new and promote existing courses, workshops and pathways.
- Lead the liaison with Netball Australia around the workforce development portfolio.

Leadership and Management

- Leading the Netball Workforce team through the project management lifecycle for workforce development products and programs delivered in Queensland. These currently include Development and Intermediate Coach Development Workshops, NetSetGo Coach Development Workshops, Coach Accreditation Programs, Foundation Umpire Course and Umpire Accreditation Programs.
- Supporting the team to make insights-driven recommendations, establish contemporary development programs and resources, and work with multi-disciplinary teams to develop and deliver programs and initiatives for the Netball Queensland community.
- Ensuring that workshops, resources and programs are fit for purpose, support workforce capability development at critical junctures and are highly regarded by the netball community. This includes analysing, evaluating and measuring program performance.
- Providing strategic advice and input into community participation and workforce initiatives facilitated by the Netball Queensland, State Government agencies, local government, federal government and community organisations and is recognised as a leader in this field.
- Mentoring and inspiring your team, colleagues and stakeholders to deliver high quality programs, resources and customer service.
- Developing, managing and analysing budgets and participation targets for all areas of responsibility.
- Managing the day-to-day operations of the team, including effective use of financial and people resources, including planning and reporting, and responding positively to competing priorities to ensure alignment to strategy, operational planning and OKR's.
- Taking an active leadership role in all meetings and planning days.

Due to the nature of the sport industry a reasonable amount of travel and, evening and weekend work may be required from time to time..

Your Experience, Qualifications and Attributes

In addition to demonstrating competence in the key responsibility areas outlined above, to be successful in this role will require a range of professional experience and personal attributes, including the following.

Experience and Qualifications

- Demonstrated experience in initiating, developing and delivering best practice education and training programs aligned to workforce needs and for a large and geographically dispersed workforce.
- Significant leadership experience in the sport and/or member services sector;
- Knowledge of contemporary workforce needs within sports coaching, officiating and volunteering.
- An undergraduate degree in Education, Human Resources, Sport Management, or other relevant field;
- An engaging leadership approach and experience in effectively managing people within a high-

performance environment. This includes the ability to set team and individual priorities, plan work programs, meet deadlines and manage time effectively;

- Demonstrated project management experience including planning, scheduling, reporting and financial management skills and knowledge.
- Exceptional interpersonal, written and verbal and communication skills;
- Knowledge and/or experience working with individuals, groups or communities from an All Abilities, Multicultural and/or Indigenous background.
- Proven ability to foster and sustain positive relationships with a complex and diverse group of stakeholders, and/or in member-based organisations.
- Knowledge and understanding of netball, including coaching or official accreditation is desirable.

You must hold a Working with Children (Blue) Card or be able to obtain one as soon as possible, and before commencing employment with Netball Queensland.

Attributes

- A strong personal brand which personifies Netball Queensland's values driven culture of excellence based on trust;
- A problem solver by nature and committed to reimagining what's possible for the future of netball;
- Ability to translate ideas into action and motivate team members to deliver and achieve desired outcomes.
- Demonstrated ability to manage competing priorities whilst maintaining a strong attention to detail.
- Self-motivated and able to work independently as well as actively contribute to a team culture that prioritises collaboration, innovation and continuous improvement.
- Displays the initiative, positive mindset and ability to thrive within a dynamic, challenging and fast paced environment.
- Knowledge of sporting culture and member organisations, and awareness of the community sport landscape.
- Contribute to a safe, inclusive and healthy workplace.

Application Process

To apply for this opportunity please submit:

- Personal Statement of no more than two A4 pages outlining why you are interested in the role, what experience, knowledge and attributes you will bring to the team and Netball Queensland, and what you hope to gain from this opportunity.
- Provide details of relevant strategies, programs, resource development and initiatives that you have led, including detailing your responsibilities in the development and implementation phase. This can include providing copies or links to published documents, reports and publicly available information.
- Current CV detailing your recent and relevant paid and volunteer experience.
- Provide details of any flexible work arrangements that you would be seeking if your application for this role was successful.

All applicants are encouraged to read the Netball United Strategic Plan 2020 to 2022, prior to submitting their application. We are proud of this plan and the ambitious goals it sets for our team and the netball community across Queensland. The Strategic Plan can be accessed from the [Netball Queensland website](#).