



|                              |  |                           |   |
|------------------------------|--|---------------------------|---|
| <b>Position Title:</b>       | <b>Diamond Spirit and Inclusion Programs Lead</b>  |                           |   |
| <b>Work Area:</b>            | Community Sport  | <b>Reports to:</b>        | Manager – Diamond Spirit, Diversity and Inclusion |
| <b>Reportable Positions:</b> | Nil  | <b>Employment Status:</b> | Contract  |
| <b>Primary Location/s:</b>   | Nissan Arena, 590 Mains Road Nathan  | <b>Modified:</b>          | June 2021   |
| <b>Netball Queensland</b>    | <p>At Netball Queensland we have an ambitious vision of becoming a world-class sport 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 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> <p>Further information on Netball Queensland, our current Strategic Plan and our core functions can be found at: <a href="http://www.netballq.org.au">www.netballq.org.au</a></p> |                           |   |

### Our Values, Our Culture

**The values of our organisation are core to all recruitment.** Our values guide and shape how we take up our role and how we behave, individually and collectively. We believe:

- Trust**  
 Trust is at the spine of how we operate. Trust means honest conversations and no “triangles”. It means trusting each other to do our best at all times and to give and receive feedback so we can learn and grow.
- Collaborative**  
 We are not massive fans of traditional hierarchy. Clear roles and accountability definitely, but a spirit of contribution, a team culture of “side over self” and two heads are better than one to crack a problem or opportunity.
- Brave**  
 To transform lives and to lead our sport into the future we will need to make brave decisions, we will need courage to take risks, to stand up for what we know needs to be done and the resilience to convert failure into fuel.
- Authentic**  
 We each have so much to give, and to receive, if we show up. Be real, share our failures and successes, share our learnings. Use initiative, don't wait for someone else. Back yourself. Show up. Find your voice. Own it.

- **Inclusive**

Diversity is a huge strength, and we must get better at it. Whether it is our First Nations people or including men and boys, inclusion and diversity is our future. Every single one of us must take responsibility to create change.

- **Innovative**

We have pioneering DNA. Relentless pursuit of learning and continual improvement, creation of a safe space for ideas to be born and tested and learnings captured. Let's write the future, not react to it.

### Your Contribution to Netball Queensland

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.

### Key Responsibilities of this role

**The Diamond Spirit and Inclusion Programs Lead will be responsible for the following:**

- 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.
-

## Core Competencies, Skills & Personal Qualities

### Values Alignment

The **most** important factor for both candidate and NQ, is an **alignment of values**. A great experience is founded by the alignment of your personal values with Netball Queensland's values of **collaborative, brave, authentic, inclusive, innovative, trust**. Not all cultures work for all people. We recognize this and therefore try to be as open and transparent about our culture.

### Personal Qualities

- Problem solver - high resilience and a growth mindset. Can analyze problems and likes to be challenged.
- Achiever - desire to have a positive impact on the world. Appetite for results and being accountable.
- Self-starter - high levels of initiative and intrinsic motivation. You bring energy and optimism.
- Team player – prefers to work in a team environment, values diversity.
- Ability to translate ideas into action - the ability to think and execute at scale is critical. We are a large sport!
- Calm under pressure – high emotional regulation under stress and manages competing priorities.

### Leadership at NQ

At Netball Queensland, we know what our desired leadership behaviours are. This is what leadership looks like at NQ:

**Purpose** To captain NQ so that our people feel valued, inspired and proud to stretch for amazing.

- |                |   |                        |   |
|----------------|---|------------------------|---|
| <b>We are:</b> | <ul style="list-style-type: none"><li>• Brave</li><li>• Unifying</li><li>• Credible</li></ul> | <b>We will always:</b> | <ul style="list-style-type: none"><li>• Stand up for what we know needs to be done</li><li>• Be OK with being challenged</li><li>• Bring the energy</li><li>• Care personally, challenge directly</li></ul> |
|----------------|---|------------------------|---|

## Qualifications and Experience

**The Diamond Spirit and Inclusion Programs Lead requires the following qualifications and experiences:**

### Knowledge and Skills

- 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.
- 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 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.

### Qualifications and Experiences

- Minimum Foundation level coach accreditation or willingness to obtain and further develop your netball coaching knowledge.

### **Personal Attributes**

- A strong personal brand which personifies Netball Queensland's values driven culture of excellence based on trust;
- 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
- 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 and off 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 Nissan Arena, and in a number of locations across the state.
- On-site parking at 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!

### **Other Information**

#### **OKRs**

Netball Queensland has adopted a performance-focused approach to planning and growth. We use OKRs – Objectives and Key Results. Suitable candidates will need an understanding of OKRs and a willingness to embrace the OKR system.

#### **Hours of Work**

The sport industry operates outside of traditional business hours, including weekends. To succeed in this role, you must be willing and able to work when and where sport is happening. We have a flexible approach to ensuring our people can balance their family life and personal commitments alongside the demands of the industry.

#### **Blue Card**

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.