



Position Title	Assistant Coach – Queensland State Underage Program (17U & 19U)
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Work Area	High Performance		
Reports to	Head Coach (17U/19U)		
Primary Location/s	Brisbane		
Reportable Positions	None	Employment Status	Honorarium
Term	The appointment term is for one cycle of the Queensland Underage program		
Modified	October 2021		

Organisational Context	<p>At Netball Queensland, we have an ambitious vision of becoming a world-class sports organisation, respected for transforming lives through netball.</p> <p>In the High Performance department we are committed to ensuring QLD athletes have access to a high performance system with effective pathways which reflect best practise.</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. We strongly encourage all candidates to read our Strategic Plan available on our website www.netballq.org.au</p>
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Primary Purpose of the Position
The primary purpose of the role is to assist and support the State Underage Head Coach in the development, management and delivery of a program and environment that facilitates high performance behaviours, technical, tactical and psychological skills, on and off court that will contribute to the success of the individual athlete and Netball Queensland teams now and in the future.

Primary Responsibilities

The Assistant Coach – Queensland Underage Program (17U & 19U) will be responsible for the following:

- Work with the Head Coach on the development of an effective Campaign Plan that articulates appropriate goals, priority actions, milestones and risk awareness;
- Meet with the Head Coach prior to the commencement of the program to agree and establish guidelines and responsibilities for each role;
- Assist and support the Head Coach to deliver an appropriate training program for the team and individual players, including reinforcing performance behaviours and the establishment of a performance culture;
- Work closely in a spirit of partnership, and as agreed with the Head Coach to provide input into all aspects of the program; including but not limited to planning of sessions, training & competition plans, camps, debriefs, player feedback, reviews, management team meetings, starting line, substitutions, campaign plans;
- Provide support and input into the coaching of the team at all trainings and during the NNC;
- Assist with the review, analysis and communication of individual and team performance analysis;
- Assist the Head Coach with utilising the Athlete Management System to monitor player well-being, training loads and IAPPs;
- Ensure the program is conducted with the highest level of integrity;
- Promote the values, vision and culture of Netball Queensland;
- Ensure that player wellbeing is at the forefront of consideration in the delivery of the program;
- Work with the Head Coach to build positive relationships with Sapphire Series coaches and facilitate open communication in relation to the shared management of players during periods of overlap between the two programs;
- Complete the Assistant Coach report for Netball Queensland within 14 days of the completion of the NNC and participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements as agreed with the Performance Pathways Manager;
- Participate in the NQ coach development process for individual professional development; and
- Complete all other reasonable duties as identified and required to provide an elite performance environment to the Queensland Underage program and to assist the development of netball in Queensland.

The Assistant Coach – Queensland Underage Program will be required to attend the following:

- Squad/Team trainings, match play, training camps;
- National Netball Championships (NNC);
- All meetings, including but not limited to debrief and performance analysis sessions as required by the Head Coach during the preparation phase and NNC;
- Relevant meetings as determined and required by NQ;
- Professional development sessions as determined and required by NQ;
- End of program review as determined and required by NQ.

Qualifications and Experience

The Assistant Coach – Queensland Underage Program (17U & 19U) requires the following skills and experiences:

Qualifications and Experience

- National Coaching Advanced Accreditation or higher;
- Current Netball Queensland member;
- Possess a current Working with Children Blue Card;
- Current drivers licence and vehicle;
- Current first aid training is advantageous;
- Previous coaching experience in an emerging elite and/or representative environment.

Knowledge and Skills

- Demonstrated success coaching emerging elite athletes and/or teams;
- Demonstrated ability to manage and deliver an effective training program to a team;
- Developing high level knowledge of technical, tactical requirements and decision making strategies at the underage level;
- Developing experience in the analysis of individual and team performances and how to enhance the performance of both during a game;
- Developing understanding and ability to review performance analysis footage to improve future performance;
- Developing understanding of the requirements to build a positive performance culture; and
- Demonstrates commitment and a willingness to be proactive in own development.

Personal Attributes

- Ability to develop rapport and effective working relationships with elite coaches, athletes, sports medicine staff and operational staff;
- Consultative, loyal and collaborative with a desire to support the Head Coach and the Campaign;
- Communication skills, including oral, written, negotiation skills, timely response to emails, and the ability to have the 'difficult conversations when required';
- Openness to feedback and self-awareness to implement changes based on feedback;
- Organised, with the ability to work under pressure, meet tight deadlines, and prioritise/delegate tasks;
- Values based decision maker;
- Developing ability to motivate and bring the best out in teams and individuals;
- Understands the requirement for confidentiality, impartiality and ethics;
- Willingness and ability to continue to develop relevant skills under the guidance of NQ.
- Commitment to NQ values; and
- Ability to work autonomously and effectively within a team environment;

Time

At times the role of Assistant Coach – Queensland Underage (State) Program (17U & 19U) may require:

- After hours and weekend work;
- Inter and intra state travel.

Key Performance Indicators

The role of Assistant Coach will be assessed on the following performance indicators:

- Agreed performance goals identified in the Campaign Plan are met;
- Player/team development is observable and supported via feedback across the course of the program;
- Assistant Coach was proactive in seeking opportunities to support and assist the Head Coach and extend own coaching skills, experience and capabilities;
- Head coach reports Assistant Coach was available and attended all meetings, trainings, matches and other sessions as required;
- Acceptable performance in undertaking the primary responsibilities assigned to this role
- Loyalty and demonstrate solidarity with decisions made by the coaching, selection and Netball Queensland operational staff; and
- Demonstrated commitment to Netball Queensland values and adherence to all relevant Netball Queensland Codes and Policies.