

<b>Position Title:</b>	<b>Community Development Officer – Cairns, Mt Isa and Darling Downs</b>		
<b>Work Area:</b>	Community Sport	<b>Reports to:</b>	Regional Manager
<b>Reportable Positions:</b>	Nil	<b>Employment Status:</b>	Maximum term contract to 30 June 2024  Full-time
<b>Primary Location/s:</b>	Cairns Mt Isa Darling Downs	<b>Modified:</b>	June 2022
<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 could not 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>		

### Our Values

**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** - is the “spine” of how we operate. Trust means honest conversations and no “triangles.” It means trusting each other – not that we are not human and never make mistakes but trusting that we each do our best. And trusting that our peers will also call us out if we need it.
- **Collaborative** – we are not massive fans of traditional hierarchy. Clear roles and accountability, but a spirit of contribution, a team culture of “side over self” and two heads are better than one to crack a problem.
- **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 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. Show up. Find your voice. Own it.
- **Inclusive** – diversity is a 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.
- **Innovative** – relentless pursuit of learning and continual improvement, creation of a safe space for ideas to be born and tested and learnings captured.

### Primary Purpose of Position

This is a fantastic opportunity for a dynamic and energetic person to engage day to day with Netball Associations, Netball Clubs, players, coaches, and umpires. This role includes delivery of Netball Queensland programs and products within schools and the broader netball, to deliver on Netball Queensland's strategic and operational priorities while fostering positive relationships in our community.

Community Development Officers are often the first Netball Queensland touch point for many in our netball community, therefore it is essential that they demonstrate our values and associated behaviours as they deliver programs to help participants to strengthen their connection with netball and develop a love of the game.

This role will support Netball Queensland's vision to drive the following outcomes:

- Increase participation in netball at all levels across Queensland
- Embrace inclusion and diversity within our netball competitions, programs, and community
- Improved engagement with Netball Queensland Associations and Clubs
- Attract, develop, and retain community and volunteer coaches to support the delivery of netball
- Attract, develop, and retain community umpires and officials to support the delivery of netball.
- Increase the number of affiliate organisations through engagement with schools, indoor venues, PCYC and YMCA locations.
- Constructive feedback through direct and indirect interface with participants, families, and stakeholders.

### Core Competencies, Skills & Personal Qualities

In addition to demonstrating competence in the key areas of responsibility, the role of Community Development Officer will require a range of personal and professional skills and experiences, including:

#### Professional

- Demonstrated experience in sports administration and/or understanding of volunteer sporting organisations
- Previous experience in the delivery of sport participation, community engagement and coaching are desirable.
- Demonstration of collaborative and leadership qualities including the ability to motivate others, teach, solve conflicts, balance competing priorities and maintain vital relationships with a diverse range of stakeholders
- Understanding of the Not-for-Profit sector, particularly within a sporting context.
- Current Foundation Coaching Accreditation (or willingness to obtain before commencing employment)
- First Aid and CPR certificate (or willingness to obtain before commencing employment)
- High level of computer and technology literacy with a focus for maximising opportunities through innovation and technology.
- Ability to set priorities, plan work programs, meet deadlines and manage time effectively, or superior planning, scheduling, and organisational skills
- Strong interpersonal, organisational and project management skills.
- Excellent communication skills including face to face, telephone, written reports, and general correspondence.

#### Personal

- A strong personal brand which personifies Netball Queensland's values driven culture of excellence based on trust.
- Sharing Netball Queensland's values of collaborative, professional, accountable, respectful, and innovative.
- Holding a current 'Working with Children' Blue Card.
- Ability to work outside normal working hours as may be required.

Our Community Development Officers also require:

- Current Driver's License and own vehicle
- Mobile Phone

### Responsibilities

The key areas of responsibility for the Community Development Officer include, but are not limited to:

- Develop and build strong relationships within Netball Associations, clubs, and schools to support and facilitate the growth in participation and enjoyment of Netball.
- Deliver and / or facilitate beginner coach development workshops with a view to support, upskill and retain grassroots netball coaches.
- Deliver and / or facilitate beginner umpiring and official's development workshops with a view to support, upskill and retain them within our netball community.
- Coordinate and deliver Netball Queensland community programs, (Sporting Schools, NetSetGO) and school holiday clinics and camps.
- Promote diversity and inclusion in the netball community by supporting and delivering on Netball Queensland's vision that anyone can play.
- Be an active and visible presence in netball communities through structured and regular Association, Club, and school visits.
- Support Netball Queensland, Associations and Clubs at community netball events, competitions, and carnivals, including event delivery.
- Foster relationships with organisations engaged in pursuits that are complementary to the objects of Netball Queensland, including schools, tertiary institutions, and multi-sport associations, such as Police Citizen Youth Clubs.
- Report to Netball Queensland on any risks or issues in the community.

### 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.
- The opportunity to directly impact our great game of netball and ensure its sustainability for generations to come!

### Other Information

#### 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. Our Community Development Officers will regularly be required to work afternoon, evening, and weekends, and may be required to travel including overnight stays. We have a flexible approach to ensuring our people can balance their family life and personal commitments alongside the demands of the industry.