



NISSAN ARENA

Position Title:	QLD 19U State Team Head Coach		
Work Area:	High Performance	Reports to:	Head of Talent and Development
Reportable Positions:	Nil	Employment Status:	Honorarium
Primary Location/s:	Nissan Arena, 590 Mains Road Nathan	Modified:	May 2024
Netball Queensland	<p>Netball Queensland (NQ) is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout Queensland.</p> <p>We take seriously our position as custodians of netball in Queensland and embrace our responsibility to promote inclusion, gender equality and diversity. Our Reconciliation Action Plan launched in April 2022 has formalised our commitment to reconciliation by embedding a framework to turn our intentions into practical, meaningful actions and outcomes.</p> <p>At NQ our purpose is to enrich lives through netball, and we aspire to be the most played and supported sport in Queensland. Our 2023 – 2025 Strategic Plan defines what ‘winning’ means for our organisation and outlines the choices that will make it happen and create value.</p> <p>The incredible Nissan Arena is the home to our history-making Queensland Firebirds netball team as well as NQ’s operations and delivery of community sport and major events.</p> <p>At NQ our values and behaviours are important to our cultural identity and where we grow, play, inspire and lead our great game of netball.</p> <p>As we strive for our Queensland Firebirds to be Queensland’s favourite sporting team and work to build thriving netball communities, we know that we must assemble the right team. A career at NQ represents a unique opportunity to succeed in a high-performance environment while enjoying a flexible work culture and directly contributing to the sustainability of netball in Queensland.</p> <p>Further information on Netball Queensland, Nissan Arena and the Queensland Firebirds can be found at www.netballq.org.au, www.nissanarena.com.au, and www.firebirds.net.au.</p>		

Our Values, Our Culture

The values of our organisation are core to our recruitment process. Our values guide and shape how we execute our roles and how we behave, individually and collectively. Our values are:

- **Trust**
To be earned and given. To have confidence or belief in someone or something, to rely on each other, to always act in good faith and fidelity.
- **Collaborative**

The decision to work in teams, to seek diverse perspectives and embrace constructive debate in the pursuit of being world leading.

- **Brave**
To show valour in decisions and actions. The courage to take risks, to stand up for what we know needs to be done and the resilience to convert failure into fuel.
- **Authentic**
Genuine, not false, copies or counterfeit. A daily practice of living out one's true beliefs, our shared values, consistently in both words and deeds.
- **Inclusive**
To value and respect difference and diversity; to pursue equality and seek opportunities to optimize participation.
- **Innovative**
The result of continual learning and daring creativity applied with perseverance to things that will deliver value to netball.

Your Contribution to Netball Queensland

The primary purpose of the Queensland 19U State Team Head Coach is to select and develop the 19U QLD State Team athletes and prepare the team for the National Netball Championships.

This may be the first time an athlete is selected into the emerging elite pathway, and it is your responsibility to guide and nurture them in understanding the high-performance characteristics required for them to develop in technical / tactical skill and game performance.

You will be able to positively collaborate and influence key stakeholders to support their athletes throughout the campaign to ensure they are physically and emotionally prepared to give their best performance for Qld at the National Netball Championships.

Key Responsibilities of this role

The Qld 19U Under State Team Head Coach will be responsible for the following:

- Liaise with NQ Head of Talent and Development to prepare the 19U team campaign plan for the duration of the program
- Liaise with NQ Physical Performance Coach to prepare a periodized training program to support the teams game plan model
- Collaborate with the management team to develop a clear campaign plan, establish team goals, key outcomes, and clarity on team roles and responsibilities
- Collaborate with athletes to develop their individual athlete performance plans for clarity on individual goals and outcomes
- Liaise and provide direction to coaches, managers, physiotherapist, physical performance coach, performance analyst and NQ regarding training schedule – including dates, times, venues, and education required
- Consult with the physical performance coach on AMS tracking of athlete load
- Consult with the Head of Talent and Development regularly to ensure Head Coach is supported in campaign plan direction
- Provide direction on the education to provide to the athletes during the preparation phase
- Provide leadership, communication and direction to the Assistant Coach on their role and the duties they will perform to support the Head Coach
- Liaise with selectors and NQ regarding injured athletes and/or alterations to the team from time of selection until departure for the National Netball Championships
- Conduct an interview process to select the captain and vice-captain to lead the 19U Qld State Team

- Consult with Head of Talent and Development, Qld Firebirds Futures Head Coach to determine athlete rankings for NA selectors prior to National Netball Championships
- Oversee the preparation and match performance of the team throughout the National Netball Championships
- Provide feedback to athletes throughout the National Netball Championships on direction and clarity on their technical and tactical skill and game performance
- Liaise with the NQ Mentor Coach directly after matches to provide support and clarity of performance Provide leadership and direction to the performance analyst on the key statistical information required to present to athletes and team
- At the conclusion of the National Netball Championships complete the Coaches Survey and a written report within fourteen (14) days
- At the conclusion of the National Netball Championship attend an individual performance review with the Head of Talent and Development

The Qld 19U State Team Head Coach is required to attend:

- Campaign program planning meetings
- Selection trials associated with the squad/team where appropriate (including Qld State Titles held in September)
- All squad/team camps and training sessions
- 2025 National Netball Championships
- Represent NQ at key functions associated with the team
- Professional development sessions offered by NQ

Due to the nature of the position and the sport industry, evening, weekend work and travel will be required from time to time. You **must** hold a Working with Children (Blue) Card prior to starting employment with Netball Queensland.

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**.

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.

Qualifications, Knowledge, Competencies and Experience

The Qld 19U Under State Team Head Coach requires the following qualifications and experiences:

Qualifications

- NCAS Advanced level accreditation

Knowledge and experience

- A minimum of 3 years coaching in an emerging elite, elite or semi professional environment
- Demonstrated success coaching elite or emerging elite teams and athletes

Competencies

- Ability to positively nurture and show empathy to athletes to support and grow their understanding of what physical and personal characteristics are required in a high performance environment
- Ability to educate and mentor developing athletes on the technical and tactical skills required in their positional role
- Demonstrated excellent written and verbal communications skills
- Ability to use AMS (Athlete Management System)

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.
- Excellent working facilities in our brand new, state of the art Nissan Arena, and in several locations across the state.
- 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

Blue Card

As an organisation we are committed to protecting children and young people from harm. It is essential that anyone employed at NQ understand their responsibility in relation to child safety. We require that all applicants hold a Working with Children (Blue) Card or be able to obtain one as soon as possible, and before commencing employment with NQ.

Diversity and Inclusion

NQ is an equal opportunity employer and encourages applications from individuals of all backgrounds to apply. This includes, but is not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTIQ communities. All NQ employees have access to employment opportunities, such as professional development and promotion.

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.

To Apply

Please submit your expression of interest here: [SUBMIT NOW](#)