



Position Title:	QLD Gems State Team Apprentice Coach		
Work Area:	Social Impact	Reports to:	Diversity & Inclusion Manager
Reportable Positions:	Nil	Employment Status:	Honorarium
Primary Location/s:	Various	Modified:	February 2025
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, Behaviour and Culture

At NQ Behaviours Are Important to Cultural Identity. How we behave and how we execute our roles is guided by our values:

- **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.
- **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.
- **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 Queensland Gems State Team Apprentice Coach will be able to contribution to NQ by:

The primary purpose of the QLD Gems State Team Apprentice Coach is to support and assist the QLD Gems Head Coach in preparing the team for competition throughout the preparation phases leading up to the Marie Little Shield.

The Marie Little Shield is an annual National tournament for Women and Girls with an intellectual impairment. More information about the Queensland Gems and Marie Little Shield can be found here: [Queensland Gems - Netball Queensland](#)

This position is designed to provide a learning opportunity to assist with coach development in viewing the structure of a pathway program.

You will be able to positively collaborate, support and take direction as required by the Head Coach. You will provide positivity, energy and a growth mindset.

Key Responsibilities of this role

The QLD Gems State Team Apprentice Coach will be responsible for the following:

- Work with the Head Coach and in consultation with the Diversity & Inclusion Manager on the development of an effective Campaign Plan that articulates appropriate goals, priority actions, and key outcomes
- Meet with the Head Coach prior to the commencement of the program to agree and establish guidelines and responsibilities for your role
- Assist and support the Head Coach in the delivery of all aspects (as agreed) of the program which may include training, bonding days, training debriefs, athlete feedback, and team management meetings
- Assist and support the Head Coach to reinforce team culture, vision, purpose and high-performance standards and expectations for the team
- Promote the values, vision and culture of Netball Queensland
- Participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements as agreed with the Diversity & Inclusion Manager

The QLD Gems State Team Apprentice Coach is required to attend:

- Program planning meetings as required by the Head Coach
- Selection trials associated with the squad/team where appropriate and as required by the Head Coach

- All squad/team training sessions as required by the Head Coach
- Professional development sessions offered by Netball Queensland

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.

Qualifications, Knowledge, Competencies and Experience

The QLD Gems State Team Apprentice Coach requires the following qualifications and experience:

Qualifications

- Minimum Foundation Coaching Accreditation
- Current Blue Card
- Current First Aid Qualification (desired)

Knowledge and experience

- Experience working with athletes with an intellectual disability in a similar role (desired)
- A minimum of 2 years coaching experience

Personal Attributes

- People-orientated: enjoys working with people, developing other people to realise their potential
- Results focused: goal and task orientated with a natural focus on a performance
- Initiative: driven to make things happen and energetically seeks to achieve goals
- Autonomous: ability to work independently and is proactive in undertaking required tasks
- Collaborative: enjoys working with as part of a team, naturally seeks and values the views and ideas of others
- Resilient: inner strength of character and resolve to cope with adversity, overcome barriers or disappointments and manage inter-personal conflicts professionally

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.