



Position Title:	QLD Gems State Team Head Coach		
Work Area:	Diversity & Inclusion	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, 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 QLD Gems State Team Head Coach is to select and develop the QLD Gems State Team athletes and prepare the team for competition at 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](#)

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 Marie Little Shield.

Key Responsibilities of this role

The Queensland Gems State Team Head Coach will be responsible for the following:

- Collaborate with Netball Queensland (NQ) and other Queensland Gems support staff to select the Queensland Gems Team.
- Collaborate with NQ and the management team to develop a clear campaign plan, establish team goals, key outcomes, and clarity on team roles and responsibilities
- Liaise with relevant NQ staff to prepare training program to support the teams game plan
- Collaborate with athletes to develop their individual athlete performance plans for clarity on individual goals and outcomes where applicable.
- Liaise and provide advice to coaches, managers, team support staff, and NQ regarding training schedule – including dates, times, venues, and education required
- 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 NQ regarding injured athletes and/or alterations to the team from time of selection until departure for the Marie Little Shield
- Manage and supervise athletes and team staff within the QLD Gems, ensuring positive team behaviours and culture as well as adherence to relevant policies, processes and protocols
- Conduct a process to select the captain and vice-captain to lead the QLD Gems State Team

- Oversee the preparation and match performance of the team throughout the Marie Little Shield
- Provide feedback to athletes throughout the Marie Little Shield on direction and clarity on their technical and tactical skill and game performance
- At the conclusion of the Marie Little Shield complete the Coaches Survey and a written report within fourteen (14) days
- At the conclusion of the Marie Little Shield attend an individual review with the Diversity and Inclusion Manager
- Perform other duties as reasonably required by NQ

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

- Campaign program planning meetings
- Selection trials associated with the squad/team
- All squad/team training sessions
- 2025 Marie Little Shield (date and location TBC)
- Represent NQ at key functions associated with the team
- Professional development sessions offered by NQ
- End of program review as determined 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 Gems State Team Head Coach requires the following qualifications and experiences:

Qualifications

- Current Blue Card
- Current Drivers Licence
- Minimum Intermediate Coach accreditation
- Relevant First Aid qualification

Knowledge and experience

- Experience working with athletes with an intellectual disability in a similar role
- Understanding of athletes with a disability, their behaviours and any reasonable adjustments required.
- A minimum of 2 years coaching in a state, emerging elite or elite environment
- Demonstrated success coaching state, 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

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.
- 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.