



Position Title:	Queensland Gems Academy Regional Head Coach		
Work Area:	Social Impact	Reports to:	Diversity & Inclusion Manager
Reportable Positions:	Nil	Employment Status:	Honorarium
Primary Location/s:	Regional – Toowoomba & Townsville	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 primary purpose of the Queensland Gems Academy Regional Head Coach is to develop, and nurture identified emerging regional athletes with an intellectual disability in understanding the high-performance characteristics required when entering the QLD Gems State Team. You will be responsible for working with NQ Diversity & Inclusion Manager and QLD Gems State Team Head Coach to program design, schedule training, strength and conditioning sessions and monitor athletes in their training environment.

The Queensland Gems State team compete at the Marie Little Shield, which is an annual National tournament for female athletes with an intellectual impairment. More information about the Queensland Gems and Marie Little Shield can be found here: [Queensland Gems - Netball Queensland](#)

You will be able to positively collaborate and influence key stakeholders to support athletes and work with them to ensure they manage their commitments and activities effectively.

Key Responsibilities of this role

The QLD Gems Regional Head Coach will be responsible for the following:

- Liaise with QLD Gems Head Coach to prepare technical sessions
- Liaise with QLD Gems Academy Strength & Conditioning Coach to prepare a training program
- Collaborate with key stakeholders to ensure technical sessions are managed
- Collaborate with athletes to develop their individual athlete performance plans (IAPP) for clarity on goals and outcomes
- Liaise and provide direction to NQ regarding training schedule – including dates, times, venues and education required
- Consult with the Diversity & Inclusion Manager and QLD Gems Head coach regularly to ensure the Regional Head Coach is supported

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 and Personal Qualities

Values Alignment

The **most** 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 – 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 Regional Academy Head Coach requires the following qualifications and experience:

Qualifications and Experience

- Intermediate Coaching Accreditation (desired)
- Relevant First Aid qualification

Knowledge and Skills

- Experience coaching or working with athletes with a 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 representative level (desired)

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 being the most played and supported sport in Queensland, NQ must have the best and brightest team on and off the court. Your reward for stepping into this challenge will be:

- **Culture:** a high-performance culture defined by NQ's values and accepted behaviours and norms
- **Flexibility:** a hybrid work model that recognises the benefits of working in the office and working remotely
- **Family:** 18 weeks paid primary carer leave and 4 weeks paid secondary carer leave
- **Wellness:** access to employee assistance programs and a fully equipped high-performance gym
- **Growth:** professional development opportunities and a strong commitment to support your career growth
- **Reward and Recognition:** remuneration reviewed annually in line with our performance review and career discussion process, regular feedback provided and wins celebrated
- **Facilities:** modern office facilities in Nissan Arena
- **Location:** easily accessible location with onsite parking and public transport
- **Benefits:** tickets to events at Nissan Arena and sponsor discounts

- **Social:** social committee who organise quarterly all-team events

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.