

Position Title:	Queensland Firebirds Futures Academy (QFFA) Regional Strength and Conditioning Coach		
Work Area:	Professional Netball Department	Reports to:	Head of Talent and Development
Reportable Positions:	Nil	Engagement type:	Independent Contractor
Primary Location/s:	Regional – Cairns, Townsville, Mackay, Rockhampton	Modified:	September 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, Behaviors and Culture

At NQ how we behave and how we execute our roles is guided by our values:

- **Bravery:** Having the courage to make tough decisions, take risks, stand up for what’s right, and bounce back from failure.
- **Inclusion:** Valuing and respecting differences, making sure everyone has equal opportunities, and encouraging full participation.

- **Authenticity:** Being real and true to yourself, living out your beliefs and values every day, and acting honestly.
- **Trust:** Building and earning confidence in others, being reliable, and always acting with honesty and loyalty.
- **Innovation:** Constantly learning, being creative, and applying new ideas to make a positive impact in netball.

Your Contribution to Netball Queensland

The primary purpose of the **Queensland Firebirds Futures Academy (QFFA) Regional Strength and Conditioning Coach** will work directly with the NQ Athletic Performance Coach and the QFFA Regional Coach with their role to:

- 1) Lead the physical development of identified emerging regional athletes and umpires and align the regional development program with QFFA physical preparation program, NQ Pathway program and with the Firebirds environment through consistent key messaging.
- 2) Work with the NQ Athletic Performance Coach and Head of Talent Development in the delivery of education, program design, scheduling training programs and monitoring and testing athletes while providing testing data back to Netball Queensland to continue to track the development of these athletes long-term.

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 alongside the QFFA Regional Coach.

Key Responsibilities of this role

The **Queensland Firebirds Futures Academy (QFFA) Regional Strength and Conditioning Coach** will be responsible for the following:

Emerging Athletes & Umpiring Program

- Drive and deliver the strength and conditioning programming for the emerging athlete and umpiring program to develop physical capacities and movement competencies in alignment with each athlete's Individual Performance Plan (IAPP)
- Provide education and assistance to ensure talent identified athletes are aligning with the emerging pathway goals
- Work closely and effectively with the QFFA Regional Coach to ensure training standards and loads are reached and monitored
- Provide high impact feedback to promote high performance behaviours in the emerging athlete program
- Database and track strength training and performance to inform future training direction.
- Collect, store, manage and share athlete data in the Lumin Strength Programmer software and application. E.g. subjective wellness and training loads, etc.
- Weekly communication with emerging athletes to discuss progress and foster relationships
- Work collaboratively with NQ Performance Coach to ensure alignment throughout Emerging Pathways Strength & Conditioning practices and standards

Qualifications, Knowledge, Competencies and Experience

The Strength and Conditioning Coach requires the following qualifications and experiences:

Essential Requirements

- ASCA Level 1
- Current Blue Card (WWCC)
- Access to training facility

Desired Experience and Skills

- Bachelor's Degree in Exercise Science or currently studying
- 1 year assisting a Strength and Power program in sport
- ASCA Level 2 strength and conditioning accreditation
- Good computer literacy and data management
- Demonstrated excellent written and verbal communications skills
- History using programming software (E.G: Teambuildr, Lumin, etc.)
- Strong interpersonal skills and a proven track record of assisting high quality programs
- Ability to support various disciplines particularly in the pathway and rehabilitation environment