



NISSAN ARENA

Position Title:	Queensland Gems Academy Regional Coach		
Work Area:	Social Impact	Reports to:	Disability and Inclusion project lead
Reportable Positions:	NIL	Engagement Type:	Honorarium
Primary Location/s:	Regional – Townsville	Modified:	November 2025
Netball Queensland	Netball Queensland (NQ) is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout Queensland. At NQ our purpose is to enrich lives through netball. Our 2026-2028 Strategic Plan outlines the choices we will make as we strive towards our vision of inspiring people to play, engage and grow with netball in Queensland. We take seriously our position as custodians of netball in Queensland, and through this plan, we have prioritised our growth agenda by focusing on: • Growing sustainable and inclusive netball environments for everyone to participate in our game • Growing winning teams • Growing the love for our game and loyalty to our brand • Growing a premier sport, entertainment and community venue in south-east Queensland As the governing body for netball in Queensland we hold an immense responsibility to advance reconciliation in sport. We are proud of the steps we have taken on our reconciliation journey so far and are pleased to be advancing our commitment to reconciliation through our Innovate RAP. Our Queensland Firebirds, are Queensland's premier netball team, representing the state in Suncorp Super Netball. We also manage Nissan Arena, home to our Queensland Firebirds netball team and host to a myriad of community sports, major events and competitions each year. At Netball Queensland, our people are enablers of our success. We know that to achieve our vision 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 and growth of netball in Queensland. 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.		

Our Values, Behaviour 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.
- **Collaboration:** Working together as a team, welcoming different viewpoints, and having open discussions to aim for the best possible outcome.

Your Contribution to Netball Queensland

The primary purpose of the Queensland Gems Academy Regional 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 Disability and Inclusion project lead 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:

<https://qld.netball.com.au/marie-little-shield> .

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

The QLD Gems Regional 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 Disability and Inclusion project lead and QLD Gems Head coach regularly to ensure the Regional 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.

Qualifications, Knowledge, Competencies and Experience

The QLD Gems Regional Academy 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

Other Information

Blue Card

As an organisation we are committed to protecting children and young people from harm. It is essential that anyone engaged by 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

Netball Queensland recognises that diversity and inclusion are drivers of success and prioritises creating a workplace where all individuals have fair opportunities to thrive and contribute. We welcome applications from individuals of all backgrounds including, but not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTIQ communities.