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Position Title:	QLD Gems State Team Assistant Coach		
Work Area:	Social Impact	**Reports to:**	Diversity & Inclusion Manager
Reportable Positions:	Nil	**Engagement Type:**	Honorarium
Primary Location/s:	Various	**Modified:**	November 2026
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, Behaviou 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 State Team Assistant Coach is to support and assist the QLD Gems Head Coach in preparing 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

You will be able to positively collaborate and work with 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 Assistant Coach will be responsible for the following:

- Work with the Diversity & Inclusion Manager and Queensland Gems State Team Head Coach with 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 each role;
- Assist and support the Head Coach to deliver a training program developing technical and tactical skills for individual athletes and the team
- Assist and support the Head Coach to reinforce team culture, vision, purpose and high-performance standards and expectations for the team
- Assist and the support the Head Coach in the delivery of all aspects of the program including training and competition plans, bonding days, training debriefs, athlete feedback, and team management meetings
- Provide support and input into the game day coaching of the team during the Marie Little Shield
- Assist with the review of game day performance to provide feedback to the Head Coach
- Promote the values, vision and culture of Netball Queensland.
- Complete the Assistant Coach report for Netball Queensland within 14 days of the completion of the Marie Little Shield
- Participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements as agreed with the Diversity & Inclusion Manager
- Perform other reasonable duties as outlined by NQ

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

- Campaign program planning meetings
- Selection trials associated with the squad/team where appropriate

- All squad/team training sessions (commencing March 2026)
- 2026 Marie Little Shield (September- Date and Location TBC)
- Represent NQ at key functions associated with the team
- Professional development sessions offered 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 engagement with Netball Queensland.

Qualifications, Knowledge, Competencies and Experience

The Queensland Gems State Team Assistant Coach requires the following qualifications and experiences:

Qualifications

- Minimum Foundation Coaching Accreditation
- Current Blue Card
- First Aid and CPR (or willingness to obtain)

Knowledge, experience and skills

- Experience working with athletes with an intellectual disability in a similar role
- Understanding of athletes with a disability, their behaviours and reasonable adjustments required.
- A minimum of 2 years coaching
- Understanding of the fundamental coaching principles
- Demonstrated excellent written and verbal communications skills
- Problem solver - high resilience and a growth mindset. Can analyze problems and likes to be challenged
- 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 for their positional role

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

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 LGBTQ+ communities.

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.