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Position Title:	QLD Gems State Team Development 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, 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 Queensland Gems State Team Development Coach will be able to contribution to NQ by:

The primary purpose of the QLD Gems State Team Development Coach is to support and assist the QLD Gems Head Coach in preparing the team for competition throughout the preparation phases leading up to 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, support and take direction as required by the Head Coach. You will provide positivity, energy and a growth mindset.

Key Responsibilities of this role

The QLD Gems State Team Development Coach will be responsible for the following:

- Meet with the Head Coach prior to the commencement of the program to agree and establish guidelines and responsibilities for your role
- Assist Head Coach in the delivery of all aspects (as agreed) of the program which may include training, bonding days, training debriefs, athlete feedback, and team management meetings
- Assist and support the Head Coach to reinforce team culture, vision, purpose and high-performance standards and expectations for the team
- Promote the values, vision and culture of Netball Queensland
- Participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements as agreed with the Diversity & Inclusion Manager
- Perform all other duties as are reasonably required by NQ

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

- Program planning meetings as required by the Head Coach
- Selection trials associated with the squad/team where appropriate and as required by the Head Coach
- All squad/team training sessions as required by the Head Coach (Commencing March 2026)
- Professional development sessions offered by Netball Queensland
- Review meetings as required

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 State Team Development Coach requires the following qualifications and experience:

Qualifications

- Minimum Foundation Coaching Accreditation
- Current Blue Card
- Current First Aid Qualification (desired)

Knowledge, experience and skills

- Experience working with athletes with an intellectual disability in a similar role (desired)
- A minimum of 1 year of coaching experience
- Proven ability to work independently and is proactive in undertaking required tasks
- Problem solver - high resilience and a growth mindset. Can analyze problems and likes to be challenged
- Understanding of the fundamental coaching principles.
- Strong commitment to learning and developing in their role as coach
- Experience in working in a team environment, including collaborating with other coaches, staff and volunteers.
- High level of interpersonal skills

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.