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Position Title:	QLD Gems State Team Head Coach		
Work Area:	Diversity & Inclusion	**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 primary purpose of the QLD Gems State Team Head Coach is to select and develop the QLD Gems State Team athletes and prepare 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

It is your responsibility to guide and nurture them in understanding the high-performance characteristics required for them to develop in technical / tactical skill and game performance.
You will be able to positively collaborate and influence 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 Head Coach will be responsible for the following:

- Collaborate with Netball Queensland (NQ) and Queensland Gems support staff to select the Queensland Gems State Team.
- Collaborate with NQ and the management team to develop a clear campaign plan, establish team goals, key outcomes, and clarity on team roles and responsibilities
- Liaise with relevant NQ staff and Gems support staff to prepare training program to support the teams game plan
- Collaborate with athletes to develop their individual athlete performance plans for clarity on individual goals and outcomes where applicable.
- Liaise and provide advice to coaches, managers, team support staff, and NQ regarding training schedule – including dates, times, venues, and education required
- Work in collaboration with Regional Queensland Gems Academy Coaches to ensure alignment across programs.
- Provide direction on the education provided to athletes during the preparation phase
- Provide leadership, communication and direction to the Assistant Coaches on their role and the duties they will perform to support the Head Coach
- Liaise with NQ regarding injured athletes and/or alterations to the team from time of selection until departure for the Marie Little Shield
- Manage and supervise athletes and team staff within the QLD Gems, ensuring positive team behaviours and culture as well as adherence to relevant policies, processes and protocols
- Conduct a process to select the captain and vice-captains to lead the QLD Gems State Team
- Oversee the preparation and match performance of the team throughout the Marie Little Shield

- Provide feedback to athletes throughout the Marie Little Shield on direction and clarity on their technical and tactical skill and game performance
- At the conclusion of the Marie Little Shield complete the Coaches Survey and a written report within fourteen (14) days
- At the conclusion of the Marie Little Shield attend an individual review with the Diversity and Inclusion Manager
- Perform other duties as reasonably required by NQ

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

- Campaign program planning meetings
- Selection trials associated with the squad/team
- All squad/team training sessions (commencing March 2027)
- 2027 Marie Little Shield (September- date and location TBC)
- Represent NQ at key functions associated with the team
- Professional development sessions offered by NQ
- End of program review as determined 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 employment with Netball Queensland.

Qualifications, Knowledge, Competencies and Experience

The QLD Gems State Team Head Coach requires the following qualifications and experiences:

Qualifications

- Current Blue Card
- Current Drivers Licence
- Minimum Intermediate Coach accreditation
- Relevant First Aid qualification

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 any reasonable adjustments required.
- A minimum of 2 years coaching in a state, emerging elite or elite environment
- Understand the requirement for confidentiality, impartiality and ethics
- Demonstrated success coaching state, elite or emerging elite teams and athletes
- 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
- Ability to educate and mentor developing coaches within the program
- Demonstrated excellent written and verbal communications skills
- Problem solver - high resilience and a growth mindset. Can analyze problems and likes to be challenged.

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.