

August 2019

Position Description

Position Title	Head Coach, QBE Swifts Netball Academy
Location	Sydney Olympic Park
Department	NSW Swifts
Reporting to	Assistant Coach NSW Swifts/NSW Swifts General Manager
Direct Reports	Assistant Coach, QBE Swifts Academy ANL Team
Employment	Honorarium, part time (approximately 15-20 hours per week)

NSW SWIFTS NETBALL OVERVIEW

Owned and operated by Netball NSW, the NSW Swifts claimed the inaugural Trans-Tasman ANZ Championship title in 2008, carrying on the Club's successes from the previous Australian National League – the Commonwealth Bank Trophy – in which they competed in as the Sydney Swifts, winning four premierships in the process.

In 2017 Netball Australia formed Suncorp Super Netball. Today the NSW Swifts do battle with the other four Australian franchises from the ANZ Championship – Melbourne Vixens, Queensland Firebirds, Adelaide Thunderbirds, West Coast Fever – and three newcomers: Sunshine Coast Lightning, Magpies Netball and Giants Netball.

With five Premierships to the Club's name (1 ANZ, 4 Commonwealth Bank), the Club looks every year to replicate its successes through hard work, honesty and setting high standards on and off the court.

The QBE Swifts Netball Academy will be the underpinning program for the Swifts SSN squad. The Academy will offer a year-round daily training environment for selected athletes, and Academy athletes will form the core of QBE Swifts (Waratahs) ANL team

OVERVIEW OF THE QBE SWIFTS NETBALL ACADEMY PROGRAM

Selection Trials will occur in late September. The Head Coach would oversee this process and be on the selection panel.

The formal program will commence in November for induction, screenings and the establishment of a Strength & Conditioning Program (S&C) and will break in mid-December until late January. Home programs will be provided during this period.

p. (02) 9951 5000
f. (02) 9951 5099
w. netballnsw.com

Netball Central
2 Olympic Boulevard, Sydney Olympic Park, NSW 2127
PO Box 396, Lidcombe NSW 1825



From February to the end of the ANL season in June/July, the players will complete S&C and a minimum of 2 court sessions a week in addition to Home and Away games for the ANL season and also pre-season games. The Head Coach will be expected to attend all court sessions and all QBE Swifts ANL matches and away trips.

PURPOSE OF THE POSITION

Reporting to the Assistant Coach NSW Swifts the role is responsible for developing emerging talent and to prepare individual players in the QBE Swifts Academy for the ANL competition and ultimately for the SSN competition.

The Head Coach is responsible for managing and coaching the QBE Swifts Academy and ANL Team under the direction of the Assistant Coach NSW Swifts.

The Head Coach would not be expected to be at all S&C sessions during the year but would be expected to attend most rounds of the Premier League season, and potentially the National Netball Championships.

The role will be across the entire 12 month program with an intensive period during the ANL season.

The role will be part-time with an average of approximately 15 -20 hours per week over the course of the year.

KEY RESPONSIBILITIES

Accountabilities	Overview of Tasks
<p>Planning, Pathway and Administration Management</p>	<ul style="list-style-type: none"> • Develop suitable documented HP programs for QBE Swifts Academy athletes to achieve improved individual athlete progression and team performance goals • Design and implement a training program for QBE Swifts Academy athletes that includes group and individual sessions (including technical, tactical, physiological and social sessions). • Carry out individual assessments and subsequently provide appropriate plans and feedback to facilitate performance improvement of all QBE Swifts Academy athletes. • Oversee the development, implementation, monitoring and evaluation of the Academy’s talent development and high performance strategy. • Maximise the growth of the athletes in the Academy. • Have a sound understanding of load management, sport-life balance, injury management, performance nutrition and recovery and lead communication to the individual athletes Premier League team. • In consultation with identified key HP personnel, establish an annual Campaign Plan for the QBE Swifts players Academy. • Oversee implementation of specialist service provision for QBE Swifts Academy athletes (i.e. nutrition, strength and conditioning, physiotherapy).
<p>Leadership</p>	<ul style="list-style-type: none"> • Foster collaborative partnerships between Netball NSW and other system stakeholders to benefit the high performance program. • Provide a strong link between the NSW SSN Club and Netball NSW staff to ensure effective communication channels are maintained.

Accountabilities	Overview of Tasks
	<ul style="list-style-type: none"> • Work with Netball NSW and the NSW Swifts to develop and implement the Netball Australia Athlete Pathway framework and all supporting resources throughout the Netball NSW talent development and high performance network. • Ability to provide effective feedback. • Inspire and drive a winning culture with a strong identity linking to the NSW Swifts.
Reporting	<ul style="list-style-type: none"> • Providing regular reporting to the Assistant Coach NSW Swifts.
Relationships	<ul style="list-style-type: none"> • General Manager NSW Swifts • NSW Swifts Performance Staff • Netball NSW Staff • NSWIS Staff

SELECTION CRITERIA

Candidates for the position will require a range of personal and professional skills including:

Qualifications and experience	<ul style="list-style-type: none"> • Minimum Netball Australia Advanced Coach accreditation. High Performance Accreditation Desirable • Experience as a coach at an elite level – minimum Australian National League, Premier League or State Team level and has coached successful teams • Ability to improve individual athletes to meet the behaviours and technical demands of the SSN competition. • Shows proven strong results in individual athlete development. • Technical and Tactical knowledge – Possesses extensive coaching knowledge relevant to emerging talent athletes to enable maximum individual growth and to facilitate effective decisions and feedback in match play. • To develop players to seamlessly move throughout the NSW Swifts player pathway. • Strong leadership skills and the ability to make difficult decisions. • Excellent written, organisational, interpersonal and communications skills. Delivers clear messages, communicates with impact, ensures understanding, exudes confidence, drives high standards and is passionate. • Ability to make effective decisions and provide meaningful feedback in match play. • Brings excellent leadership qualities with ability to work within the high performance environment and motivate both staff and players to ensure world's best results • To coach and motivate a team, with a passion for getting the best out of individuals and players. • Proven success at delivering against strategic objectives and driving growth.
Knowledge and skills	<ul style="list-style-type: none"> • Understanding of SSN and preparing players for SSN

	<ul style="list-style-type: none"> • Commitment to ongoing coach education. • Ability to self-reflect on coaching practice. • Desire to learn and collaborate. • Growth mindset - Demonstrates commitment to ongoing coach education. Proven capacity to reflect on coaching practice and to listen and learn from a mentor or experienced coaches and the NSW Swifts Coaches • Leadership: Program Planning and Goal Setting- Shows ability to develop and maintain an effective coaching plan for individual athletes and a team with results that are attainable, measurable, specific, and have target dates. • Leadership-Collaboration and Trust- Displays understanding of others perspective and the importance of active listening. Facilitates willing liaison with other partners in performance management, such as specialist coaches, physiotherapists, strength and conditioning coach, managers and Netball NSW staff. • Shows strong Netball IQ and intuition.
Personal attributes	<ul style="list-style-type: none"> • Exceptional strategic and conceptual thinking skills. • Effective relationship building and influencing skills. • A motivation to inspire, empower and enable others. • Professional and proactive attitude. • Passionate and prepared to go above and beyond. • Commitment to Netball NSW Values. Understands the Netball NSW and NSW Swifts Pathway vision and code of behaviour and has a strong desire to uphold these values in all coaching situations. Prioritises the creation of a safe and supportive environment that has the athlete at the centre of every action. Displays positive communication skills that allow for open and honest dialogue with the athletes and partners. Has pride in representing NSW and the ability this pride in the team. • A person with a values based approach who leads by example and carries this through in their leadership and management style, with the confidence to manage a skilled team of individuals.
Working With Children Check (WWCC)	<p>In accordance with Child Protection legislation candidates will be required to provide a Working With Children Check (WWCC) clearance number for verification by Netball NSW prior to employment. Selection of the successful candidate will be based upon the results of child protection screening and relevant reference checks.</p>

KEY PERFORMANCE INDICATORS

- Preparation of effective individual performance plans (IPP) for all athletes.
- IPP goals measured at the beginning of the year and reviewed mid-year and at the end of the year and notable improvement achieved for each athlete.
- Quality and improvement of players ready to move into an SSN environment
- Formalisation of an effective Academy program plan measurable in team results and achievement of individual players IPP goals.
- Positive survey feedback regarding quality of leadership and communication from all Swifts Stakeholders.
- Creation of a high performance environment with the right personal, equipment and tools to ensure individual growth within the Academy program