



<b>Position Title</b>	<b>Head Coach – State Titles 16U and/or 18U Team</b>		
<b>Work Area</b>	Performance and Competitions Department		
<b>Reports to</b>	Performance Pathways Manager		
<b>Primary Location/s</b>	Brisbane		
<b>Reportable Positions</b>	16U/18U Team Assistant Coach	<b>Employment Status</b>	Volunteer
<b>Appointment Term</b>	The appointment term is for the 2019 16U/18U State Titles. Decision on re-appointments for 2020 will be discussed following the 2019 event and will be dependent on the review process at the end of the 2019 State Titles.		
<b>Modified</b>	Nov 2018		

<b>Organisational Context</b>	<p>Netball Queensland Limited is a member organisation of Netball Australia, the national body for the sport.</p> <p>Netball Queensland ('NQ') is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout Queensland. Netball Queensland is a non-profit sporting organisation governed by a Board of Directors and managed by a vibrant team out of the head office in Moorooka.</p> <p>Our membership is up made of affiliated netball associations from across Queensland and currently has 78 affiliated associations representing in excess of 360 netball clubs and close to 62,000 registered players and non-playing participants. The State is divided into 12 regions each of which is an incorporated branch managed by a voluntary committee consisting of elected delegates from affiliated associations within a region.</p> <p>Support for netball has grown to include community participation and spectator involvement by engaging with the corporate community, schools, media, government and local authorities, ensuring excellence in all spheres of the sport.</p> <p>Netball QLD's current strategic plan is available on our website.</p> <p>Further information on Netball Queensland and our core functions can be found at: <a href="http://www.netballq.org.au">www.netballq.org.au</a></p>
-------------------------------	---

<b>Primary Purpose of the Position</b>
The primary purpose of this Head Coach role is to bring a group of players and staff together in a short period of time to create a cohesive team on and off court, whose performances and bond grows across the event. The role will also be responsible for creating an environment in which players are able to learn and develop their games while enjoying the overall netball experience.

## Primary Responsibilities

The 16U/18U Head Coach is expected to work with and involve the Assistant Coach in every aspect of the program in the spirit of a coaching partnership and will be responsible for the following:

- **Preparation and Selection Phase**
  - Attend the Emerging Talent Clinics (Phase 1 & 2) in 2019 to assist with coaching and talent identification of players (16U Head Coach);
  - Fulfil the roles and responsibilities of a Team Selector for their respective team in collaboration with the appointed NQ Selection Panel. This will include on-going liaison with local coaches who are working with players in Association representative teams during the season;
  - After team is selected the Head Coach will work with the Assistant Coach to develop the team Campaign Plan;
  - The Head Coach may conduct up to a maximum of three (3) training sessions of up to four (4) hours each in total duration but no more than 2.5 hours of on court time at any one session;
  - In relation to the selection and coaching role, build strong relationships with local coaches who work with the cohort of athletes in contention for this team to ensure a good understanding of player behaviour, characteristics and performance capacity.
- **Performance Phase**
  - Attend the Netball Queensland State Titles event and provide coaching and support to the players and staff;
  - Contribute to team performance by:
    - quickly identifying and building effective on court team units,
    - devising and communicating game plans in conjunction with players that are appropriate for the team and capability,
    - effectively facilitate a player led, review and preview process for each game
  - Develop, promote, monitor and review a positive team and staff culture inclusive of behavioural standards within the squad and ensure that these standards are maintained by coaches, staff and athletes;
  - Ensure the program is conducted to the highest level of integrity;
  - Ensure that player wellbeing is at the forefront of consideration in relation to all matters and manage player loading through the event to meet minimum playing requirements of all players;
  - Participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements;
  - Promote the values, vision and culture of Netball Queensland;
  - Lead by example and encourage all team members and staff to create a positive shared netball experience with all teams from across Queensland
- **Post Event (within two weeks if required)**
  - Collate the following information for NQ Performance Pathways Manager, who will distribute accordingly;
    - provide summary of **off-court** characteristics and behaviours of players from your own team who have been selected into the Queensland 17U/19U Training Squad;
    - In collaboration with the Assistant Coach, prepare succinct feedback for each player in your team and work with players on their self analysis before providing additional feedback to the player;
  - Complete a post event self-evaluation of your performance as the Head Coach and a debrief with the licence holder and Assistant Coach.

## Qualifications and Experience

**The 16U/18U State Titles Team Head Coach requires the following qualifications and experience:**

### *Qualifications and Experience*

- Netball Australia Intermediate Level accreditation or above. Consideration may be given to coaches in identified regions that are currently working through their Intermediate or who are ready to undertake their Intermediate accreditation;
- Possess a current working with children blue card;
- A minimum of 3 years coaching in a representative team setting;
- Must NOT have held, or currently hold a Head Coaching role at State Team or QSNL level previously (Div 1, 2 or 19's). Exceptions may be considered on a case by case basis.

### *Knowledge and Skills*

- Demonstrated success as highlighted by high levels of player retention in teams at any level;
- Demonstrated evidence of willingness to learn and develop further as a coach;
- Demonstrated an understanding of NQ's Talent Identification and selection philosophies;
- Proven success in the identification and development of athletes to higher representation;
- Demonstrated understanding of the requirements to build a positive high performance culture.

### *Personal Attributes*

- Demonstrated high level skills in developing effective working relationships with other coaches, athletes, own management team, sports medicine staff and licence holder personnel;
- Ability to motivate and bring the best out in teams and individuals;
- Understand the requirement for confidentiality, impartiality and ethics;
- Willingness and ability to continue to develop relevant skills under the guidance of Netball Queensland.

## Other Information

- The Head Coach will be required to undertake after hours and weekend work;
- NQ will provide the following to the coach in relation to attendance at the State Titles
  - Accommodation
  - Travel (flights and bus transfers as required only)
  - Three meals per day at the event as part of team provision
  - Uniform
- NQ will conduct coach development forums during the State Titles at which the Head Coach's attendance is required.

## Key Performance Indicators

**The role of 16U/18U Head Coach will be assessed on the following criteria:**

- Player satisfaction rating over greater than 80% which will assess the culture created, overall experience and netball learning which occurred during the event;
- Team performance development is observable and supported via feedback from players post event;
- Appropriateness and clarity of game plans and strategies is evident in the teams' performances on the court;
- Observable team (players and staff) cohesiveness on and off the court;
- Establishing effective working relationships with fellow support staff, licence holder personnel and NQ staff;
- Attendance at all team commitments in preparation to, and during the event;
- Acceptable performance in undertaking primary responsibilities assigned to this role; and
- Adherence to all Netball Queensland Codes and Policies.