



## POSITION DESCRIPTION

### 2020 National Performance Panellist

#### Organisation Information:

Netball holds a unique position in the Australian sporting landscape. It is a sport with significant and long held participation rates that are the envy of many other Australian sports. It is widely held to be *the* women's sport in Australia. In fact, eight out of ten Australian families have had some involvement with netball; either through playing, volunteering, coaching, or assisting in the administration of the sport.

Netball Australia is the national body for Netball in Australia.

Our vision is that every Australian values their connection with Netball.

The Organisation was founded in 1927 when the All Australia Women's Basket Ball Association was formed. In 1970, the name of the game was changed to "Netball" and resulting in a change of name to the All Australia Netball Association (AANA). The AANA was incorporated as a public company limited by guarantee on 18 September 1986 and is governed by the Corporations Act 2001. "Netball Australia" was registered as a Business Name in 1993.

Netball Australia operates as a company under Memorandum & Articles that are resolved by the Netball Australia State and Territory Organisations (Member Organisations).

The Board of Directors currently consists of a President (a Director) elected by the Member Organisations, five other Elected Directors elected by the Member Organisations and up to two appointed Directors who may be appointed by the Elected Directors. The Board independently elects the Chair of the Board.

The Board is accountable to the Member Organisations for the operation and management of the Organisation, including long term business and financial planning.

The Chief Executive Officer carries out the role of Public Officer for the Netball Australia company.

Netball is at a turning point in its evolution as a leading sport in Australia, as it walks the line between its historical amateur status and the full professionalism of its athletes. While the sport continues to be supported by the Australian Sports Commission, netball is poised to fully leverage its key commercial products of Suncorp Super Netball, Fast5 and the AustralianDiamonds.

To ensure Netball Australia continues to deliver on its wide-ranging strategic priorities, the organisation will focus upon growing the underlying business, while working to realise the untapped value in its asset portfolio.

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### Our Values & Behaviours:

**Respect** – We are honest, care for, acknowledge and are empathetic with each other.

**Excellence** – We set clear benchmarks, enabling us to be outcome focused through an innovative, people centered approach to our work.

**Agility** – We work in an adaptive environment, and encourage each other to continuously learn, make brave decisions while remaining risk aware.

**Team** – We work collaboratively, support one another, ensuring we have aligned and clear goals we achieve together.

Our Values are supported by:

- Clear and Open Communication;
- Empowerment of NA Staff;
- Productive Partnerships;
- Clear and Consistent Operating Systems; and
- A Clarity of Purpose and Integrated Planning.

### Position Specification:

<b>Position Title</b>	National Performance Panellist
<b>Department</b>	Sport
<b>Organisational relationships</b>	<b>Reports to:</b> Head of Performance & Pathway Netball Centre of Excellence Operations Manager
<b>Employment Status</b>	Casual fixed term employee
<b>Position Profile and Primary Objectives</b>	As a member of the 2020 National 17/Under or 19/Under Performance Panel, assess each individual athlete's performance utilising the Netball Australia National Selection Criteria and Athlete Performance Assessment Matrix and provide the Netball Australia Pathway Selection Panel a final ranking/assessment of all athletes competing at the National Netball Championships.
<b>Position Capabilities</b>	The position incumbent will possess a high level of: <ul style="list-style-type: none"> <li>• Interpersonal and communication skills and proven ability to work with a complex and diverse group of stakeholders.</li> <li>• Experience in working as a team to achieve the organisation's objectives.</li> <li>• Competence with the Microsoft Office suite of products, email and the Internet.</li> <li>• Flexibility, adaptability, and resilience.</li> </ul>

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	<ul style="list-style-type: none"> <li>Strong problem solving skills</li> </ul>
<b>Position Location</b>	The position will be based in Hobart at the National Netball Championships, Friday 17 April – Thursday 23 April 2020 (7 days)
<b>General Information</b>	<p>An hourly rate will be offered plus 9.5% super.</p> <p>Adhoc duties will be required and there will be no overtime or penalty rates.</p> <p>Netball Australia will be responsible for travel, accommodation, and expenses for approved attendance at relevant event.</p> <p>Each Performance Panel will comprise of two (2) people and will be appointed to attend the competition event to complete the athlete performance profile. Learned knowledge of the athletes vying for selection plus knowledge of the specific requirements for high performance netball success is crucial when assessing athlete performance.</p> <p>Applicants may apply for all advertised positions (17/U, 19/U) or choose to apply for a specific age group.</p>

### Key Result Areas:

The following outlines the Key Result Areas and core competencies relevant to this position.

Key Result Areas	Accountabilities and Responsibilities
Strategic Focus, Thought Leadership, and Area Management	<p>As a member of the National Performance Panel you will view and assess athletes participating at the 2020 National Netball Championships with the potential for national representation.</p> <p>In exercising their discretion, the Performance Panel will assess each individual athlete's performance utilising the Netball Australia National Selection Criteria and Athlete Performance Assessment Matrix and provide a final ranking/assessment of all athletes.</p> <p>As a member of the National Performance Panel you will prepare reports as required.</p> <p>Build partnerships by developing strong relationships with Netball Australia and the Member Organisations through understanding of stakeholder needs.</p>
High Performance Leadership and Culture	Contribute to building and managing a high performing culture across the Organisation.
Communication and Stakeholder Engagement	<p>Build effective relationships with both internal and external stakeholders.</p> <p>Ensure information systems enable reliable and ease of</p>

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	communication flow throughout the organisation.
Finance and Risk Management	<p>All employees will:</p> <ul style="list-style-type: none"> <li>• Identify and report any hazards, damage, loss, or exposures observed during their work.</li> <li>• Mitigate and manage identified risks.</li> <li>• Minimise damage or loss of property within the incumbents control.</li> </ul>
Governance	<p>Assist to ensure the High-Performance team are operating in accordance with Netball Australia's Policies and Procedures.</p> <p>Maintain knowledge of relevant legislation and regulations.</p>
Occupational Health and Safety	<p>Ensure compliance with the Occupational Health and Safety Act and regulations to ensure the health and safety of self and others in the workplace.</p> <p>Comply with Netball Australia policies, procedures and ensure safe working practices are adhered to.</p>

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### Judgement and Decision Making

- Ability to make complex decisions within legislation, regulations, organisational strategies and corporate policies and procedures.

### Specialist Knowledge and Skills

- Good communication skills; face to face, telephone and in written reports and general correspondence.
- Ability to set priorities, plan work programs, meet deadlines and manage time effectively.
- Ability to develop effective working relationships.
- Highly computer literate.
- Experience in working as an integral part of a team.

### Interpersonal Skills

- Strong interpersonal skills and ability to develop and maintain effective working relationships.
- Ability uphold and demonstrate Netball Australia's Values of Respect, Teamwork, Agility, and Excellence.

### Management Skills

- Demonstrated program or project management and administration experience.

### Knowledge and/or Experience

- Minimum two (2) years' experience in a related field of employment.

### Qualifications

- Current Australian driver's licence.
- Current Working With Children Check.

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### Netball Australia Policies:

All staff are bound by Netball Australia's Member Protection Policy, Integrity in Netball Framework, and associated rules. No staff member can bet on netball.

Netball Australia is committed to the safety and well-being of children, has a zero tolerance towards violence within the workplace and recognises the rights of all staff to be free from violence and gender-related discrimination. We are proudly working with White Ribbon to create a safer workplace.

### Key Selection Criteria:

#### Essential:

- Demonstrated elite level coaching experience and hold NCAS Elite coach accreditation.
- Specific technical knowledge of elite training principles including techniques, coaching trends, and international developments.
- Prepared to travel and work interstate as required and acknowledge that 'out of hours' work will be necessary from time to time.
- Demonstrated alignment with Netball Australia values.
- Strong interpersonal and communication skills and proven ability to work with a complex and diverse group of stakeholders.
- Experience in working independently and as an integral part of a team.
- Competence with the Microsoft Office suite of products, email and the Internet.
- A passion for sport development at elite levels.
- Current Australian driver's licence.
- Current Working With Children Check.

#### Desired:

- Demonstrated elite level coaching experience and hold NCAS High Performance coach accreditation.
- Have experience as a National/International player.
- Comprehensive understanding of the structure and dynamics of Australian High-Performance Sport, including the interrelationships at local, state, and national level.
- Demonstrated knowledge of the factors affecting Australia's competitiveness internationally.
- Understanding of the needs of successful elite athletes and coaches.
- Understanding and knowledge of the Athlete Management System (AMS) platform.