POSITION DESCRIPTION

National 21 and Under Assistant Coach

Introduction

This role will help shape the next generation of Diamonds by leading a team to the World Youth Cup in to 2021. You will assist the head coach to work with the national program to build, design and create a learning environment that supports the development of future national team athletes and promotes a game plans focused on the Australian Way of playing.

As the National 21 and Under Assistant Coach, you will need to assist the Head Coach to identify the athletes that are most likely to succeed at the highest level and expose them to experiences that prepare them for success at the international level.

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 Australian Diamonds.

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 centred 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:

<table>
<thead>
<tr>
<th>Position Title</th>
<th>National 21 and Under Assistant Coach</th>
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<tbody>
<tr>
<td>Department</td>
<td>Performance</td>
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<tr>
<td>Organisational relationships</td>
<td>Reports to: Head of Performance &amp; Pathways</td>
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<tr>
<td>Key Relationship:</td>
<td>National 21 and Under Head Coach</td>
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<tr>
<td>Stakeholder relationships</td>
<td>Internal: All Netball Australia employees and contractors</td>
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<td></td>
<td>External: Member Organisations, SSN Clubs, AIS/SIS/SAS Network, Athletes, and Coaches</td>
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<tr>
<td>Employment Status</td>
<td>Casual fixed term employee</td>
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<tr>
<td>Position Profile and Primary Objectives</td>
<td>The National 21 and Under Assistant Coach is responsible for assisting the National 21 and Under Head Coach in leading and supporting the delivery of Netball Australia’s performance strategy to develop the next generation of Diamond’s high-performance athletes for sustained success. The role will support a nationally aligned and integrated high-performance system that embraces all stakeholders.</td>
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<tr>
<td>Position Capabilities</td>
<td>The position incumbent will possess a high level of: Coaching skills at High Performance level - Coaching successfully at International, Suncorp Super Netball, Australian Netball League and/or State Institute and</td>
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POSITION DESCRIPTION

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<tr>
<th>Academy Network.</th>
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<tr>
<td>• Interpersonal and communication skills and proven ability to work with a complex and diverse group of stakeholders.</td>
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<td>• Flexibility, adaptability, and resilience.</td>
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<tr>
<th>Position Location</th>
<th>Delivery of key parts of the program may require interstate and/or international travel.</th>
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<tr>
<th>Salary / Tenure / Hours</th>
<th>The role is casual fixed term requiring a flexible approach to delivery. An hourly rate will be offered plus 9.5% super. Adhoc duties will be required and there will be no overtime or penalty rates. Netball Australia will be responsible for travel, accommodation, and expenses for approved attendance at relevant events.</th>
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**Key Result Areas:**
The following outlines the Key Result Areas and core competencies relevant to this position.

<table>
<thead>
<tr>
<th>Key Result Areas</th>
<th>Accountabilities and Responsibilities</th>
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<tbody>
<tr>
<td>Focus and Leadership</td>
<td>Assist the National 21 and Under Head Coach to:</td>
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<td></td>
<td>• Support the provision of high-performance coaching expertise to emerging 21/Under elite pathway athletes, in collaboration with our system partners, to assist in the alignment of national technical and tactical development.</td>
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<td></td>
<td>• Work collaboratively with the National Coach and the netball system in leading the 21 and Under program.</td>
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<td></td>
<td>• Communicate the ‘Australian Way’, a nationally aligned approach to style of play and performance standards to all pathway athletes under the direction of the National Coach and/or Netball Centre of Excellence Head Coach.</td>
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<td></td>
<td>• Lead and coordinate the delivery of on and off court content to scheduled 21 and Under activity to support and thoroughly fast track athlete development.</td>
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<td></td>
<td>• Prepare in conjunction with the Head of Performance &amp; Pathways, National Coach and Netball Centre of Excellence Head Coach, a program of team preparation leading up to the 2021 Netball World Youth Cup.</td>
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<tr>
<td></td>
<td>• Implement programs that align with the National Program aimed at building effective squad and team culture and cohesion to prepare athletes for the transition into the Diamonds environment.</td>
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<td></td>
<td>• Progressively prepare comprehensive Individual Athlete Performance Plans and camp/tour reviews at the completion of the program and other reports as required.</td>
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</table>
## Key Result Areas

<table>
<thead>
<tr>
<th>Accountabilities and Responsibilities</th>
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<tbody>
<tr>
<td>• Hold a role in the Pathway Selection Panel and assess all potential athletes for 17/U, 19/U and Tall Athlete Squads using the Netball Australia selection criteria and methodology in supporting alignment with the Diamonds Program.</td>
</tr>
</tbody>
</table>

### High Performance Leadership and Culture

Contribute to building and managing a high performing culture across the entire Australian and International High-Performance Netball system.

Provide operational leadership across the program, fostering team cohesion, providing support, advice, and assistance to staff.

### Finance and Risk Management

All employees will:

• Identify and report any hazards, damage, loss, or exposures observed during their work.

• Mitigate and manage identified risks.

• Minimise damage or loss of property within the incumbent’s control.

### Governance

Assist to ensure the High-Performance team are operating in accordance with Netball Australia’s Policies and Procedures.

Maintain knowledge of relevant legislation and regulations.

### Occupational Health and Safety

Ensure compliance with the Occupational Health and Safety Act and regulations to ensure the health and safety of self and others in the workplace.

Comply with Netball Australia policies, procedures and ensure safe working practices are adhered to.

Consult with employees on OH&S matters, monitor OH&S performance and investigate incidents within area of responsibility.

### Key Selection Criteria:

**Essential:**

• Demonstrated alignment with Netball Australia values.

• NCAS High Performance Coach Accreditation.

• Minimum three (3) years’ experience in high performance coaching (may include the following; International, Suncorp Super Netball, Australian Netball League and/or State Institute and Academy Network).

• Specific technical knowledge of netball elite training principles including techniques, coaching trends, and international developments.

• Previous demonstrated winning experience and successful coaching and development of teams at State, National and/or International level.

• Demonstrated knowledge and application of contemporary systems of performance analysis and athlete management systems.

• Understanding and application of the concepts of clinical and sports sciences, including recovery modalities and the demonstrated ability to incorporate them into high performance training programs.

• Well-developed leadership, liaison, interpersonal and communication skills
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demonstrated with a wide range of individuals, organisations, stakeholders, clients and the media.
• Experience in working independently and as an integral part of a team.
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Additional Attributes/Skills:
Judgement and Decision Making
• This position has a high level of autonomy in decision making and a high level of judgement is required.

Specialist Knowledge and Skills
• A strong understanding of elite netball and what is required for success on the international stage.
• Able to demonstrate program management and high-performance program.
• Good communication skills; face to face, telephone and in written reports and general correspondence.
• Ability to develop effective working relationships.
• 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
• Ability to supervise and direct other internal or external staff, contractors and stakeholders as required.

Knowledge and/or Experience
• A minimum of three (3) years of high-performance coaching experience.

Qualifications
• Current NCAS High Performance Coach Accreditation.
• Current Australian driver’s licence.
• Current Working With Children Check.
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Netball Australia Policies:
Netball Australia employees must comply with the Netball Australia Employee Manual, Policies and Procedures, Collective Agreement (2016) and agree to work according to Netball Australia’s values and behaviours.

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.

Manager: ____________________________  Employee: ____________________________
(Please print)  (Please print)
Signed: ____________________________  Signed: ____________________________
Date: ____________________________  Date: ____________________________