



POSITION DESCRIPTION

National 21 and Under Physiotherapist

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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Netball Australia Values & Behaviours:

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

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.

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

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:

Position Title	National 21 and Under Physiotherapist
Department	Performance
Organisational relationships	Reports to: Head of Performance & Pathways Key Relationship: National 21 and Under Coach
Stakeholder relationships	Internal: All Netball Australia employees and contractors External: Member Organisations, SSN Clubs, AIS/SIS/SAS Network, Athletes, and Coaches
Employment Status	Fixed Term Contractor or Secondment
Position Profile and Primary Objectives	The National 21 and Under Physiotherapist is responsible for working in cooperation in the best interests of the health and wellbeing of the athletes, and proactively work to prevent injury and manage rehabilitation via physiotherapy.
Position Capabilities	The position incumbent will possess a high level of: <ul style="list-style-type: none"> • Experience in working as a team to achieve the organisation’s objectives. • Ability to inspire, empower and enable others. • Interpersonal, engagement and communication capabilities.

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	<ul style="list-style-type: none"> Flexibility, adaptability, and resilience. A desire to learn and be innovative.
Position Location	Delivery of key parts of the program may require interstate and/or international travel.
Salary / Tenure / Hours	<p>The role is casual fixed term requiring a flexible approach to delivery.</p> <p>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.</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>Provide physiotherapy services to the National 21 and Under athletes to proactively prevent injury at camps and tours.</p> <p>Co-ordinate rehabilitation programs.</p> <p>Record and maintain individual athlete treatment and injury management records.</p> <p>In consultation provide advice to the National 21 and Under Coach in relation to the fitness of athletes to perform.</p> <p>Liaise with National Head Physiotherapist and National Strength and Conditioning Consultant in relation to fitness of athlete, management of injury and or rehabilitation if required.</p> <p>Liaise with sports medicine personnel in SSN teams regarding management of injury and or rehabilitation.</p>
High Performance Leadership and Culture	<p>Contribute to building and managing a high performing culture across the entire Australian and International High-Performance Netball system.</p> <p>Provide operational leadership across the program, fostering team cohesion, providing support, advice, and assistance to staff.</p>
Finance and Risk Management	<p>All employees will:</p> <ul style="list-style-type: none"> Identify and report any hazards, damage, loss, or exposures observed during their work.

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	<ul style="list-style-type: none"> Mitigate and manage identified risks. Minimise damage or loss of property within the incumbent's control.
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> <p>Consult with employees on OH&S matters, monitor OH&S performance and investigate incidents within area of responsibility.</p>

Key Selection Criteria:

Essential:

1. Demonstrated alignment with Netball Australia values.
2. Master's degree in Sports Physiotherapy (or APA Titled Sports Physiotherapist).
3. Current registered and practicing physiotherapist within Australia.
4. Demonstrated high level physiotherapy sporting experience at the national and or international level.
5. Strong interpersonal and communication skills and proven ability to work with a complex and diverse group of stakeholders.

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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

- Demonstrated ability to handle the pressures involved in competing and touring domestically and internationally and as part of an integrated international level High Performance program.
- Excellent computing skills.

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

- Demonstrated high level physiotherapy sporting experience at the national and or international level.

Qualifications

- Master's degree in Sports Physiotherapy (or APA Titled Sports Physiotherapist).
- Current registered and practicing physiotherapist within Australia.
- 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 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:

(Please print)

Employee:

(Please print)

Signed:

Signed:

Date: _____

Date: _____