



Position Title	Ruby Series Head Coach		
Work Area	High Performance and Sport Entertainment		
Reports to	Club Board, Operations Manager		
Primary Location/s	Various		
Reportable Positions	Ruby Series Performance Team	Employment Status	Contract
Appointment Term	The appointment term is for two years reassessed annually based on ongoing professional development considerations.		
Modified	November 2020		

Organisational Context	<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 at Nissan Arena.</p> <p>Netball Queensland is responsible for the management of the Sapphire Series which has a stated vision of seeking to transform lives through netball by creating the most professional, competitive statewide competition in Australia, providing the strongest platform for players, coaches and officials to reach their potential, while fostering a strong connectedness with community netball, creating aspirational, local heroes for all Queenslanders.</p> <p>The objectives of the HART Ruby Series are to:</p> <ul style="list-style-type: none"> • Facilitate an emerging performance environment on and off the court that develops athletes, coaches and performance staff to perform at elite level and supports the Sapphire Series program • Position the Ruby Series as the launching pad for elevation into the HART Sapphire Series competition • Inspire every Queenslanders to play netball through the creation of and connection with local heroes <p>Netball QLD's current strategic plan is available on our website at www.netballq.org.au</p>
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Primary Purpose of the Position

The primary purpose of the Ruby Series Head Coach is to lead the coaching, technical direction and overall performance of the Ruby program. Success in this role will be measured by the on and off court performance, development of talent (athletes and staff) and relationships within the Club as well as helping to build a proud and successful organisation.

Primary Responsibilities

The Ruby Series Team Head Coach will be responsible for the following:

- Lead the development of an effective annual Campaign Plan in collaboration with the Sapphire Series Head Coach and Club Performance Team (Assistant Coach, Health and Well Being personnel, Physical Performance coach, Team and Operations Managers).
- Foster and continually monitor a positive performance culture, ensuring buy-in and contribution from all coaches, staff and athletes. Critical to success is ensuring everyone in the Club demonstrates performance behaviours and adheres to relevant policies, processes and protocols.
- Support and monitor the physical conditioning and technical skill development/ improvement of the emerging athletes in the program.
- Ensure highly effective communication with the Club's Physical Performance Coach and athletes in relation to the physical management of the squad, including injury and rehabilitation management;
- Lead the coaching, team selection, match-day decision making and active use of the Athlete Management System (AMS) to monitor physical and emotional well-being, training loads and IAPPs of players;
- In conjunction with the Sapphire Series Head Coach, conduct a performance review process for both the team and individual players, including analysis of opposition teams to inform strategy and guide IAPPs
- Provide leadership, supervision and feedback to athletes and performance team members within the immediate environment;
- In collaboration with the performance team, ensure that player wellbeing is prioritised including ensuring the training partners and development players are engaged and valued in the Club environment.
- Be a proud representative of the Club and build our brand in a positive way. Participate in all relevant events, meetings, sponsor servicing, speaking opportunities, panels and other engagements as required from time to time. Build relationships with HART Sapphire Series media and marketing teams and the broader media, undertaking interviews and activities when required.
- Build positive relationships with relevant Netball QLD pathway and development staff providing information as required and ensuring advocacy and support for the Club.
- Regularly provide leadership and mentoring opportunities to the Club's network of affiliated coaches and (umpires) in accordance with the Club's Coach Development plan.
- Assist in the identification and development of playing talent within Queensland in relationship with Netball Queensland's High Performance and Coach Development units.
- In collaboration with the Sapphire Series Head Coach, manage an active depth chart by connecting with the Club's Affiliate Associations and underpinning teams to build long term success.
- Contribute to the achievement of the Club's strategic plan through the sharing of knowledge, experience and ideas.
- Be a role model for the values, vision and culture of the Club and the HART Ruby Series.
- Complete all other reasonable duties as identified and required to provide a performance environment for the Club and to assist the strengthening of the League and development of netball in Queensland.

The HART Ruby Series Head Coach will be required to attend:

- All program planning and induction sessions
- All team trainings and match play including pre-season games
- All home and away matches including finals
- All meetings, including but not limited to debrief and performance analysis
- Relevant meetings, camps, clinics or promotional activities as agreed with the Club Board
- Professional development sessions as agreed or required
- End of program review

Qualifications and Experience

The Ruby Series Head Coach requires the following qualifications and experience:

Qualifications and Experience

- Netball Australia Advanced Level accreditation;
- Possess a current working with children blue card;
- A minimum of 3 years coaching in an emerging talent environment;
- Current drivers licence and vehicle;
- Current first aid training is advantageous;

Knowledge and Skills

- Demonstrated success coaching and developing emerging talent teams and athletes;
- Strong leadership qualities and the ability to build a performance team culture
- Experience in the physical and technical preparation of emerging athletes and knowledge of technical/ tactical and decision making strategies at representative level
- Developing ability to review and analyse individual and team plans and a demonstrated capacity to engage players to deliver those plans
- Ability to identify talent and develop emerging athletes to their performance potential
- Ability and willingness to provide education and mentoring to developing athletes and coaches
- Ability to collaborate with a team of coaches and support staff at a representative level
- High level communication skills and the ability to represent the Club to various stakeholders as a role model for netball

Personal Attributes

- People-focused – demonstrated ability to build trust and relationships with coaches, athletes, performance staff and operational staff
- Resilience – the ability to lead under pressure, through uncertainty and ambiguity, to make judgements with competing priorities and to come back from disappointments and set-backs
- Passion – ability to motivate and bring out the best in teams and individuals
- Ethics – understand the requirement for confidentiality, impartiality and integrity in all dealings
- Continual Learner – a thirst for continual improvement through embracing diversity of thought, a preparedness to learn and unlearn, and a willingness to embrace honest feedback
- Leadership – demonstrate high levels of self-awareness, process feedback and invest time in the development of others

Other Information

At times the role of Ruby Series Head Coach will require:

- After hours and weekend work;

Key Performance Indicators

The role of Ruby Series Head Coach may be assessed on components of the following criteria as agreed in consultation with the Board:

- Leadership and Culture KPI's
- Performance KPI's
 - On court success and ranking
 - Satisfaction rating on player survey and team environment
- Innovation KPI's
 - Implementing of initiatives, techniques or tactics into the coaching environment to enhance performance (on or off the court).
- Mentoring and Talent Development KPI's
- Personal Professional Development KPI's