



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

<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 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 Sapphire Series are to:</p> <ul style="list-style-type: none"> <li>• Deliver a professional, entertaining and quality sports product that is accessible across the globe, creating a tribal fan community for the Series and the Clubs.</li> <li>• Facilitate a performance environment on and off the court for the League and Clubs to deliver Queensland's premier netball competition</li> <li>• Inspire every Queenslanders to play netball through the creation of and connection with local heroes</li> </ul>
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- Position Queensland, through the competition, as the strongest launching pad for elevation into the Suncorp Super Netball competition
- Establish a strong commercial platform through an iconic brand strategy, innovative marketing, strategic partnerships and a broad digital engagement plan.

Netball QLD's current strategic plan is available on our website at [www.netballq.org.au](http://www.netballq.org.au)

### Primary Purpose of the Position

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

### Primary Responsibilities

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

- Lead the development of an effective annual Campaign Plan in collaboration with the Performance Team (Assistant Coach, Health and Well Being personnel, Physical Performance coach, Team and Operations Manager).
- 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 all 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 Performance Team in terms of 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;
- Oversee a rigorous 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 spokesperson for the Club and build your 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 and alignment with relevant Netball QLD staff (High Performance, Coaching and Umpire Development) 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 coaching and playing talent within Queensland in relationship with Netball Queensland's High Performance and Coach Development units.
- Maintain 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.
- In consultation with the Board, contribute to planning and budgeting activities for the program. Be financially aware and always consider the financial sustainability of your Club .
- Be a role model for the values, vision and culture of the Club and the HART Sapphire 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 Sapphire 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 Sapphire Series Head Coach requires the following qualifications and experience:**

### *Qualifications and Experience*

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

### *Knowledge and Skills*

- Demonstrated success coaching and developing emerging or elite teams and athletes;
- Demonstrated knowledge of representative or elite level Netball
- Demonstrated leadership qualities and the ability to build a performance team culture
- Proven experience in the physical and technical preparation of performance athletes and knowledge of technical/ tactical and decision making strategies at elite level
- 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 lead a team of coaches and support staff at an elite 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 Sapphire Series Head Coach will require:**

- After hours and weekend work;

#### **Key Performance Indicators**

##### **The role of Sapphire Series Head Coach will be assessed on 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
- Program Management KPI's