



Position Title	Sapphire Series Physical Performance Coach		
Work Area	High Performance and Sport Entertainment		
Reports to	Dual Reporting to NQ Physical Performance Manager and Sapphire Series Team Head Coach		
Primary Location/s	Various		
Reportable Positions	University Interns – Sports Science	Employment Status	Contract
Appointment Term	The appointment term is for two years, reliant on the appointed individual successfully meeting negotiated KPIs at the completion of the cycle one.		
Modified	Nov 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 in Moorooka.</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 intra-state competition in Australia, providing the strongest platform for players, coaches and officials to prepare for opportunities at the next level, 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>
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- Position Netball as the vehicle for transforming the lives of women and girls through sport
- Inspire every Queensland girl to play netball through the creation of and connection with local heroes
- Create a semi-professional level of support on and off the court for the League and Clubs to deliver the premier intra-state women's competition
- Position the Sapphire Series as the strongest launching pad for elevation into the Suncorp Super Netball competition
- Place highly skilled, competitive netball, delivered in a professional manner within reach of a broader cross section of the community, creating a tribal fan base for each Club
- Establish a strong commercial platform through an iconic, fresh 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

Primary Purpose of the Position

The primary purpose of the role is to deliver a program and create an environment that facilitates the development of players and staff who consistently demonstrate performances and characteristics on and off the court that will set them up for careers in elite netball. The Sapphire Series competition is an essential step in the process to producing mentally and physical resilient, adaptable players who can independently and consistently execute skills and make good decisions under the pressure of high quality competition.

Primary Responsibilities

The Sapphire Series Physical Performance Coach will be responsible for the following:

- Contribute to the development of an effective annual Campaign Plan in consultation with the Coaching and Management staff that articulates appropriate goals, priority actions, milestone and risk awareness;
- Plan, deliver and evaluate individualised strength and conditioning programs during the Sapphire Series pre and in-season periods
- Plan warm-up procedures for court sessions and matches, with the integration of Netball Australia's KNEE Program
- Implement appropriate injury prevention strategies throughout elements of the Sapphire Series team's training program
- Establish an evidence-based recovery protocol to be utilised by the Sapphire Series team during the pre and in-season periods
- Collaborate with coaches and medical staff to provide specialised strength and conditioning programs for athletes rehabilitating an injury
- Work with local universities to integrate practicum opportunities for under/postgraduate students within the Sapphire Series team's training program
- Conduct testing and reporting in line with the recommendations set out by the NQ Physical Performance Manager
- Use the Athlete Management System (AMS) to monitor athlete well-being and physical loading

- Develop, promote, monitor and review a positive team and staff culture inclusive of behavioural standards within the squad, consistent with the High Performance behaviours and culture of the Netball Queensland's elite programs and that these standards are maintained by coaches, staff and athletes;
- Manage and deliver an appropriate physical training environment for the team and for individuals;
- Attend 50% of rounds of the Sapphire Series to develop understanding of game demands of players;
- Ensure highly effective communication with the NQ's Physical Performance Manager in relation to shared players
- Ensure highly effective communication with the Club's Operations Manager and Coaching staff in relation to relevant areas;
- Be the primary user and assist Club staff to actively use the Athlete Management System (AMS) to monitor physical and emotional well-being, training loads and IAPPs of players.
- Ensure the program is conducted to the highest level of integrity;
- Ensure that player wellbeing is at the forefront of consideration in regard to the delivery of the program;
- Build positive relationships with SSN Team , State Team Physical Performance coaches and facilitate open communication in relation to the management of players during periods of overlap, or where players are transitioning between the two programs;
- Participate in at least two (2) Netball Queensland development sessions per year
- Conduct two (2) education sessions per year for netball coaches from the Club's Aligned Associations focussed on physical preparation and management for netball.
- Contribute to the season review against the Campaign Plan. The outcomes of the review should be:
 - Performance against Campaign Plan and key learnings
 - High level recommendations for following season
- Abide by the competition rules and their intent, and contribute to the annual review and refinement of the competition rule and regulations
- Participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements;
- Promote the values, vision and culture of Netball Queensland; and
- Complete all other reasonable duties as identified and required to provide an elite performance environment to the Sapphire Series team by the Club or by Netball Queensland

Qualifications and Experience

The Sapphire Series Physical Performance Coach requires the following qualifications and experience:

Qualifications and Experience

- Undergraduate degree qualification in Sports Science, Human Movement or equivalent area.
- ASCA Level 1
- ESSA Accreditation
- Possess a current working with children blue card;
- A minimum of 2 years coaching in an emerging elite, elite or semi professional environment;

Knowledge and Skills

- Demonstrated success coaching emerging female athletes – state or national junior representatives or in semi-professional program.;
- Demonstrated ability to manage and deliver an effective training program to a team;

- Demonstrated understanding of, and experience in, working as part of a support team;
- Demonstrated understanding of the requirements to build a positive high performance culture.

Personal Attributes

- Demonstrated high level skills in developing rapport and effective working relationships with elite coaches, athletes, sports medicine staff and operational staff;
- Consultative and collaborative approach to developing the skills of interns or students
- Communication skills, including oral, written, negotiation skills, timely response to emails, and the ability to have the 'difficult conversations when required;
- Organised, with the ability to work under pressure, meet tight deadlines, and prioritise/delegate tasks;
- Values based decision maker;
- Ability to motivate and bring the best out in teams and individuals;
- Comfort and ability in public speaking and dealing with media engagements;
- Understand the requirement for confidentiality, impartiality and ethics; and
- Willingness and ability to continue to develop relevant skills under the guidance of Netball Queensland.

Other Information

At times the role of Sapphire Series Physical Performance Coach will require:

- After hours and weekend work;

Key Performance Indicators

The role of Sapphire Series Physical Performance Coach will be assessed on the following criteria:

- Agreed physical performance goals identified in the Campaign Plan are met;
- Player availability for training and games meets agreed KPI's as established with the Physical Performance Manager
- Effective working relationships with fellow support staff, including NQ staff;
- Effective working relationships with State team, and SSN colleagues ;
- Acceptable performance in undertaking the primary responsibilities assigned to this role;
- Loyalty, and demonstrated solidarity with decisions made by the coaching, selection and Netball Queensland operational staff; and

Adherence to all Netball Queensland Codes and Policies.