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| **Position Title** | **Head Coach –Nissan State Titles 16U and/or 18U Team**  |

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| **Work Area** | High Performance -  |
| **Reports to** | Darling Downs Netball Association High Performance Board Member (Paul Anoleck) & Head Coach Barastoc Panthers (Rebecca Stower) |
| **Primary Location/s** | Toowoomba and Darling Downs |
| **Reportable Positions** | 16U/18U Team Assistant Coach | **Employment Status** | Volunteer |
| **Appointment Term**  | The appointment term is for the 2021 16U/18U State Titles. Decision on re-appointments for 2022 will be discussed following the 2021 event and will be dependent on the review process at the end of the 2021 State Titles.  |
| **Modified** | May 2021 |

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| **Organisational Context** | *Include info on your Club / Region* |

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| **Primary Purpose of the Position**  |
| The primary purpose of this Head Coach role is to bring a group of players and staff together in a short period of time to create a cohesive team on and off court, with the intent to introduce the athletes to high performance behaviours and develop specialised skill basics as the athlete begins their performance pathway journey. The role will also be responsible for creating an environment in which players are able to learn and develop their games while enjoying the overall netball experience.  |

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| **Primary Responsibilities**  |
| **The 16U/18U Head Coach is expected to work with and involve the Assistant Coach in every aspect of the program in the spirit of a coaching partnership and will be responsible for the following:*** **Preparation and Selection Phase**
	+ Attend the specified selection events as by the Clubs to identify eligible talent (16 / 18U);
	+ Fulfil the roles and responsibilities of a Team Selector in collaboration with the appointed Club and NQ Selectors/Panel;
	+ Work with the Assistant Coach and Coach Mentor to develop the team Campaign Plan;
	+ Design and deliver intentional and targeted training sessions that focus on skill execution, performance behaviours and relative technical /tactical progression
	+ Build strong relationships with local coaches who work with the cohort of athletes to ensure a good understanding of player behaviour, characteristics and performance capacity.
* **Performance Phase**
	+ Attend the Netball Queensland State Titles event to coach and support the players and staff to perform;
	+ Contribute to team performance by:
		- quickly identifying and building effective on court team units,
		- devising and communicating game plans in conjunction with players that are appropriate for the team and capability,
		- effectively facilitate a player led, review and preview process for each game
	+ Develop, promote, monitor and review a positive team and staff culture inclusive of behavioural standards within the squad and ensure that these standards are maintained by coaches, staff and athletes;
	+ Ensure the program is conducted to the highest level of integrity;
	+ Ensure that player wellbeing is at the forefront of consideration in relation to all matters and manage player loading through the event to meet minimum playing requirements of all players;
	+ Participate in all relevant Netball Queensland events, meetings, reviews, panels and engagements;
	+ Promote the values, vision and culture of your Region/Club and Netball Queensland;
	+ Lead by example and encourage all team members and staff to create a positive shared netball experience with all teams from across Queensland
* **Post Event (within two weeks if required)**
	+ Work with the Assistant Coach/Region/Operations Manager to review the campaign and collate the following information;
		- provide summary of off-court characteristics and behaviours of players from your own team;
		- In collaboration with the Assistant Coach, prepare succinct feedback for each player in your team and work with players on their self-analysis before providing additional feedback to the player; and
	+ Complete a post event self-evaluation of your performance as the Head Coach and attend a debrief with the Region/Club and Assistant Coach.
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| **Qualifications and Experience** |
| **The 16U/18U State Titles Team Head Coach requires the following qualifications and experience:***Qualifications and Experience** Netball Australia Intermediate Level accreditation or above. Consideration may be given to coaches in identified regions that are currently working through their Intermediate or who are ready to undertake their Intermediate accreditation. Exceptions may be considered on a case by case basis;
* Possess a current working with children blue card;
* A minimum of 3 years coaching in a representative team setting;

*Knowledge and Skills** Demonstrated success as highlighted by high levels of player retention in teams at any level;
* Demonstrated evidence of willingness to learn and develop futher as a coach;
* Demonstrated an understanding of NQ’s Talent Identification and selection philosophies;
* Proven success in the identification and development of athletes to higher representation;
* Demonstrated understanding of the requirements to build a positive high performance culture.

*Personal Attributes** Demonstrated skills in developing effective working relationships with other coaches, athletes, own management team, sports medicine staff and region/club personnel;
* Ability to motivate and bring the best out in teams and individuals;
* Understands and complies with the requirement for confidentiality, impartiality and ethics;
* Willing and open to work with mentors continue to develop coaching skills.
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| **Other Information** |
| * The Head Coach will be required to undertake after hours and weekend work;
* The Head Coach, in relation to attendance at the State Titles will be provided with:
	+ Accommodation
	+ Travel (flights and bus transfers as required only)
	+ Three meals per day at the event as part of team provision
	+ Uniform
* The Head Coach will attend any NQ coach development opportunities during the State Titles.
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| **Key Performance Indicators** |
| **The role of 16U/18U Head Coach will be assessed on the following criteria:*** Player satisfaction rating over greater than 80% which will assess the culture created, overall experience and netball learning which occurred during the event;
* Team performance development is observable and supported via feedback from players post event;
* Appropriateness and clarity of game plans and strategies is evident in the teams’ performances on the court;
* Observable team (players and staff) cohesiveness on and off the court;
* Establishing effective working relationships with fellow support staff, region/club personnel and NQ staff;
* Attendance at all team commitments in preparation to, and during the event;
* Acceptable performance in undertaking primary responsibilities assigned to this role; and
* Adherence to all Netball Queensland Codes and Policies.
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