*Team Logo*

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| **Position Title** | **Assistant 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 the Darling Downs |
| **Reportable Positions** | None | **Employment Status** | Volunteer |
| **Appointment Term**  | The appointment term is for the 2022 16U/18U State Titles. Decision on re-appointments for 2023 will be discussed following the 2022 event and will be dependent on the review process at the end of the 2023 Nissan State Titles.  |
| **Modified** | May 2022 |

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| **Organisational Context** | *The State Titles act as a talent gateway to the Netball Queensland High Performance Program and a testing ground for players for potentially moving forward into the HART Series. Darling Downs Netball Association see this competition as a vital link in our player progression pathways and exposing regional and rural players to the states top players and competition.* |

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| **Primary Purpose of the Position**  |
| The primary purpose of the Assistant Coach role is to support and assist the Head Coach to bring a group of players and staff together in a short period of time to create a cohesive team on and off court, whose performances and bond grows across the event. The role will also be responsible for supporting the Head Coach to create 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 Assistant Coach will be expected to work with and support the Head Coach in all aspects of planning and preparation in the spirit of a coaching partnership on all the following areas:*** **Preparation and Selection Phase**
	+ Attend specified selection events as agreed with the Regional/Operations Manager to identify eligible talent;
	+ Work with the Head Coach on the development of a Campaign Plan;
	+ After the team is selected, work with the Head Coach to develop an elite training environment built around intentional skills focussed training plans
	+ Build a strong relationship with the Head Coach and local coaches who work with the cohort of athletes in contention for this team to ensure a good understanding of player behaviour, characteristics and performance capacity.
* **Performance Phase**
	+ Attend the Netball Queensland Nissan State Titles event and provide coaching and support to the players and staff;
	+ Contribute to team performance by:
		- identifying and building effective on court team units,
		- supporting the development of appropriate game plans in conjunction with players that are appropriate for the team and capability,
		- effectively contribute to the review and preview process for each game
	+ Support, promote, monitor and review a positive team and staff culture inclusive of behavioural standards within the squad;
	+ 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 any 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 to create a positive shared netball experience with all teams from across Queensland
* **Post Event (within two weeks if required)**
	+ Work with the Head 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;
		- prepare succinct feedback for each player in your team and work with the Head Coach and players on their self-analysis before providing additional feedback to the player; and
	+ Complete a post event self-evaluation of your performance as the Assistant Coach and attend a debrief with the Region/Club and Head Coach.
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| **Qualifications and Experience** |
| **The 16U/18U State Titles Team Assistant Coach requires the following qualifications and experience:***Qualifications and Experience** Netball Australia Development Level accreditation or above. Preference may be given to coaches already undertaking their Intermediate, or who already hold their Intermediate level accreditation. Consideration may be given to coaches in identified regions that are currently working through their Development or who are ready to undertake their Development accreditation. Exceptions may be considered on a case by case basis;
* Possess a current working with children blue card;
* A minimum of 2 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;
* 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;
* Willingness and ability to continue to develop relevant coaching skills.
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| **Other Information** |
| * The Assistant Coach will be required to undertake after hours and weekend work;
* The Assistant Coach, in relation to attendance at the State Titles will be provided:
	+ Accommodation
	+ Travel (flights and bus transfers as required only)
	+ Three meals per day at the event as part of team provision
	+ Uniform
* The Assistant Coach will attend any NQ coach development opportunities during the Nissan State Titles.
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| **Key Performance Indicators** |
| **The role of 16U/18U Assistant 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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