



JOB DESCRIPTION HEAD COACH

Employer	West Coast Fever Netball Club Limited
Position Title	Head Coach
Reports to	West Coast Fever General Manager Performance & Pathways
Office Location	Gold Netball Centre, 200 Selby Street, Jolimont, Western Australia
About us	<p>Established in 2008, West Coast Fever Netball Club possesses a rich history throughout its time at the very highest level of Australian domestic netball.</p> <p>The Club is Western Australia's representative in Netball's premier sporting competition, Suncorp Super Netball. West Coast Fever is not only a competitive force in netball's new era, but also a true indication of the pathway to the elite level for athletes right across the State.</p> <p>Over the past four years West Coast Fever has delivered continued improvement in performance competing in two Grand Finals, sustainable growth of partnerships and alliances, a growing membership and fan base and a strong people first focus with stability across our team members and high-performance staff.</p>
Purpose & Principles	<p>We are UNITED in EMPOWERING each other to be the BEST.</p> <p>We are ACCOUNTABLE We COMMUNICATE well We CHALLENGE each other to be better We act with INTEGRITY in everything we do</p>
Position Objective	The Head Coach is responsible for leading and managing the development and implementation of a world class high performance program and a culture of success, with shared purpose and principles both on and off the court for the West Coast Fever Netball Team, coaching and support staff.
Success Factors	<p>Key indicators of success in this role will include:</p> <ul style="list-style-type: none"> • Ability to deliver and drive a world-class high performance program. • Capability to drive athlete development, performance and standards in the daily training environment for sustained success. • Strong netball technical and tactical understanding of the game and an understanding of the requirements to be successful at elite levels. • Ability to successfully lead the Coaching and Performance Team. • A Coaching philosophy that is aligned with the Club's Purpose. • Ability to build and lead a winning culture supporting the Club's Principles. • Willingness to champion and promote the West Coast Fever Netball Club at all times. • Capacity to contribute to Netball WA's broader strategic goals and objectives. • Willingness to collaborate with key stakeholders and to promote the West Coast Fever brand.

Proudly affiliated with



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Department of
 Local Government, Sport
 and Cultural Industries





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Key Duties

- Set the coaching and technical direction of the playing performance.
- Development of individual athletes within the daily training environment.
- Select, direct and assess coaching and support staff in conjunction with the WCF GM Performance & Pathways.
- Build and lead a winning culture throughout the team and High Performance staff.
- Champion the purpose and principles of the Club.
- Collaborate with High Performance staff to ensure processes and modifications are in place for athletes relating to training schedules, loading, injuries and rehabilitation and well-being.
- Plan and deliver training sessions and presentations to the group.
- Devise and implement Game Plan and strategies effectively for a variety of situations and opponents.
- Within the team develop required skills to deliver Game Plan and strategies successfully.
- Effective Game Day Coaching with the use of data to support decision making, feedback & evaluation of individual, unit and team performance.
- Prepare reports as required for athlete performance, opposition analysis, competition trends and other areas as deemed necessary.
- Maintain an awareness of general developments in sport science, sports medicine, recovery and technology.
- Identify, select and contribute to the 'Retention and Recruitment' plan of athletes, as part of the WCF List Management Committee.
- Liaise with Netball Australia's National Coach and High Performance staff in relation to national strategy, plans and the requirements of identified athletes.
- Develop and maintain relationships and interactions with local, national and international media.
- Input towards High Performance, Operational plans and budgets and contribute to reports as requested.
- Commitment to ongoing professional development regarding trends in Netball and other sports/fields that can provide innovation to West Coast Fever.
- Contribution to WCF and NWA marketing and communication platforms.
- Positive working relationship with NWA CEO, WCF GM, Executive Management Team and WCF & NWA Boards.
- Relationship management across a diverse stakeholder group.
- Represent and positively promote the Club and its brand.
- Attendance at events, social and promotional functions and contracted appearances as required.
- Any other duties, which is reasonable to expect the Employee to undertake as directed by the WCF GM Performance & Pathways or CEO from time to time.



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Skills & Knowledge

Leadership

Leading Change & Developing Others

- To lead the technical and performance standards of the team.
- Champion team purpose and principles and build winning performance culture.
- Use leadership to foster relationships.
- Ability to communicate and transfer netball specific knowledge and skills to athletes.
- Develop Individual Athlete Performance Plans.
- Provide timely and effective feedback on performance.

Interpersonal Skills

Compelling Communication, Building Partnerships & Influence

- Strong people & relationship skills with ability to adapt style with situational demands.
- Establish and maintain a positive working relationship with stakeholders.
- Establish and maintain professional working relationships with coaches and umpires.
- Accessible to the media and follow advised protocols.
- Build trust and respect.
- Work well with other members of team management both individually and as a group.
- Demonstrate emotional intelligence.

Business/Management

Building Talent, Strategic & Operational Decision Making, Sport as a Business

- Demonstrate sound principles and methodology in coaching.
- Demonstrate advanced coaching knowledge of elite netball principles, techniques, and trends with high-level knowledge in technical skills and tactical strategy.
- Use a variety of approaches to athlete learning and build confidence.
- Understand and comply with relevant policies, processes and rules of NWA, WCF & SSN.
- Contribute towards the development of a High Performance Plan.
- Develop and implement an operational plan to deliver the key outcomes of the High Performance Plan.
- Utilise sports science and/or sports medicine expertise for athlete career longevity and competitive advantage.
- Understand the importance of developing the brand profile of the athletes, team, management and the Club.
- Have a positive and accessible relationship with sponsors and participate in promotional or commercial activities.

Personal Attributes

Passion for Results & Elite Disposition

- Reinforce and champion high performance outcomes.
- Model the purpose and principles of the high performance program.
- Demonstrate personal credibility, honesty and integrity.
- Is positive, confident and decisive under pressure with the ability to make objective and quick decisions.



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Experience & Qualifications

Essential Criteria

Candidates applying for this role must be able to demonstrate the ability to meet the following four key High Performance Coach Competencies along with the other listed core requirements:

- High Performance Netball Certificate / or in progress towards completion.
- Proven track record of success and experience in coaching or playing at elite level.
- Proven ability to lead a group of individuals in a High Performance sporting environment.
- Be willing and able to positively influence athletes and other coaching staff within the West Coast Fever environment.

Contract & Remuneration

The successful candidate will have a remuneration and contract term negotiated



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