

POSITION DESCRIPTION

Director of Coaching & High Performance

NAME OF INCUMBENT:	
POSITION TITLE:	Director of Coaching & High Performance
DIRECTLY REPORTS TO:	General Manager
POSITION STATUS:	Full Time Employee
REMUNERATION:	Wages will be negotiated commensurate with experience and qualifications. An attractive salary package will be offered. Superannuation is paid at the standard rate.
COMPLIANCE & QUALIFICATIONS:	<ul style="list-style-type: none"> • Working with Children Check • National Police Check • Proof of legal entitlement to work in Australia (if applicable)
1. POSITION OBJECTIVE:	
<p>Reporting to the General Manager, the Director of Coaching & High Performance will develop the necessary skill set of all coaches and athletes through the provision of an inclusive, innovative and collaborative management style. Providing appropriate direction, training and education.</p> <p>Whilst the main part of the Director of Coaching & High Performance is the representative and high performance programs, accountability will be across multiple SPBA areas including; Big V, CBL, VJBL, programs & domestic.</p> <p>The SPBA Director of Coaching & High Performance role will need to ensure all players and coaches adhere to the SPBA core values of Respect, Integrity, Inclusion, Professionalism, Accountability and Progress.</p> <p>The SPBA has five pillars to our association. While the central pillar for this role is, Basketball Operations, the Director of Coaching & High Performance will need to work as part of the SPBA team to ensure all strategic goals including Engagement/Participation, Relationships/People, Sustainability and Infrastructure are met.</p> <p>Whilst a large part of the role is overseeing our representative programs and high performance, our association is focused on introducing a community-based culture. At Southern Peninsula where we value all members, encourage diversity and celebrate our shared love of basketball.</p>	
2. KEY DUTIES AND RESPONSIBILITIES:	
<p>The director of coaching role includes the following:</p> <p>Junior Representative (VJBL & BVC Country Champs)</p> <ul style="list-style-type: none"> • Actively identify, develop, recruit and appoint junior representative coaches. • Conduct a transparent selection process from the development of a clear selection policy and process. • Conduct relevant education and/or information sessions with coaches, players and parents. • Attend Friday night home games and coach as VJBL team if ever necessary. • Attend team trainings, ensuring you see each team fortnightly, mentoring coaches and players while identifying potential talent. • Manage all junior representative team court bookings. • Provide coaches bi-annual formal feedback and mentor coaches to maximise each coaches potential. <p>High Performance</p> <ul style="list-style-type: none"> • Mentor athletes chosen for high performance programs through Basketball Victoria or Australian streams in both 3x3 and 5x5. Assisting them with appropriate planning, education and work outs relevant to their workload and level. 	

POSITION DESCRIPTION

Director of Coaching & High Performance

- Head Coach of the SPBA High Performance Program. The primary purpose of this program provides training for first tier athletes identified in the U12 and U14 age group. This program also identifies the second tier next up and coming U16 and U18 athletes who are not currently in a Basketball Victoria High Performance stream.
- Be active in Basketball Victoria's High Performance Programs.
- Seek feedback and assist in the development of SPBA athletes in Basketball Victoria or Basketball Australian High Performance programs.

Programs & Domestic

- Identify and appoint coaches to programs within the SPBA.
- Oversee the coaching of programs. Whilst it is not expected you attend all sessions, you must ensure that a quality product is offered to our members.
- Hold at least two domestic coaches courses per year.
- Provide development opportunities and pathways for domestic coaches such as online resources.

Policy Development

- Develop and maintain on court policies and procedures such as "The Shark's Way" and the Southern Peninsula VJBL Selection Policy. Ensuring all relevant codes are understood and implemented.
- Ensuring appropriate periodisation of athletes.
- Develop a progression pathway that focuses on elite skill sets.

Administration

- Attend one National Junior Championships annually - providing SPBA representation (travel and accommodation provided by the SPBA).
- The Director of Coaching and High Performance will be the delegate for the VJBL and Big V programs for things such as meetings. Whilst they are not required to do weekly administration, there will be expected to complete administration at times.
- Liaise with Marketing to promote on court aspects of the club including selections, education and highlights.
- Meet with the General Manager on a fortnightly basis and provide a satisfactory written report once a month which will be sent to the Board of Management.
- When completing work in the office, it is expected that where required, as a staff member you assist in the day to day operations of the office in terms of answering phones, etc.

OHS

- Ensure that all facilities are safe to use before training and games and in situations that they are not, take necessary actions to ensure they are. In your absence, holding coaches accountable to the same requirements.

Other

- The General Manager will at times need to direct Staff members to undertake various roles that are outside their PD. It is an understanding of accepting this role that you also accept that at times reasonable requests will be made.

3. SKILLS & SELECTION CRITERIA:

Skills:

- Strong leadership skills with the ability to make difficult decisions
- Vision and a strategic mind who can see the 'big picture'
- Professional attitude and work ethic
- High level of prioritising and organisational skills
- Driven by strong ethics and values, is open, honest and accountable for their actions

POSITION DESCRIPTION

Director of Coaching & High Performance

Essential:

- Ability to deliver innovative scaffolded programs that cater for all levels of basketball from 1st year to the elite
- Track record of basketball success in developing junior players and teams
- Ability to communicate effectively (verbal, non-verbal and written including electronic) with parents, players, coaches and the wider community. Including providing meaningful feedback
- Ability to be a work as a leader of a team and also as a self-driven individual

Preferred:

- Level 2 Coaching Accreditation
- Extensive experience running a representative program or coaching at a senior level
- Experience in using platforms such as Hudl or SportsCode
- Experience in inclusion programs

4. DELEGATION:

In the absence of the incumbent, his/her manager shall delegate another staff member of equal authority or higher to undertake the incumbent's responsibilities.

5. Key Performance Indicators:

- Field teams in both genders and at all age levels from Future sharks through to Youth League Program
- Improvement year on year to our goal of equality reached in the female and male participation rates
- Improvement in the majority of teams for grading of all our VJBL teams over two years cycle.
- Improvement in our goal of equality reached in female coaches
- Improvement in coach feedback on job satisfaction
- Increased number of SPBA players and coaches being involved in BVC, state pathways
- Improved performance for cohort tracking at Country Champs
- Assist in the creation of inclusion programs such as indigenous, all abilities and walking basketball

7. AUTHORISATION *(Signed form to be retained by manager, copy to be given to incumbent)*

President –	Signature	Date
General Manager -	Signature	Date
Name of Incumbent –	Signature	Date