



<b>Position Title</b>	<b>Ruby Series Coaching Staff</b>
<b>Applications close</b>	<b>Friday 28<sup>th</sup> January</b>
<b>Apply via email</b>	<b>Send your CV and a cover letter addressing the below criteria, while also explaining why you're keen to join the Titans inaugural netball campaign.</b>  <b>Email: <a href="mailto:netball@titans.com.au">netball@titans.com.au</a></b>

<b>Reports to</b>	Sapphire Head Coach / Club
<b>Primary Location/s</b>	Various
<b>Appointment Term</b>	This will be a contracted position for the 2022 Ruby Series season (including pre-season)

<b>Our Purpose</b>
We're here to make our communities proud, to inspire them with energy and unite them through success.

<b>Primary Purpose of the Position</b>
Our Ruby Series coaching staff will assist our Titans Netball Head Coach (Temepara Bailey) in the delivery of our program. This will include, but is not limited to, coaching, technical direction and developing the overall performance of the Ruby program. Success in this role will be measured by the on and off court performance, development of talent (athletes and staff) and relationships within the Club as well as helping to build a proud and successful organisation.

<b>Primary Responsibilities</b>
<b>The Ruby Series Coaching Staff will be responsible for the following:</b> <ul style="list-style-type: none"><li>• Foster and continually monitor a positive performance culture, ensuring buy-in and contribution from all coaches, staff and athletes. Critical to success is ensuring everyone in the Club demonstrates performance behaviours and adheres to relevant policies, processes and protocols.</li><li>• Support and monitor the physical conditioning and technical skill development/ improvement of the emerging athletes in the program.</li><li>• Ensure highly effective communication with the Club's Physical Performance Coach and athletes in relation to the physical management of the squad, including injury and rehabilitation management;</li><li>• Lead the coaching, team selection, match-day decision making and active use of the Athlete Management System (AMS) to monitor physical and emotional well-being, training loads and IAPPs of players;</li><li>• In conjunction with the Sapphire Series Head Coach, conduct a performance review process for both the team and individual players, including analysis of opposition teams to inform strategy and guide IAPPs</li></ul>

- Provide leadership, supervision and feedback to athletes and performance team members within the immediate environment;
- In collaboration with the performance team, ensure that player wellbeing is prioritised including ensuring the training partners and development players are engaged and valued in the Club environment.
- Be a proud representative of the Club and build our brand in a positive way. Participate in all relevant events, meetings, sponsor servicing, speaking opportunities, panels and other engagements as required from time to time.
- Build positive relationships with relevant Netball QLD pathway and development staff providing information as required and ensuring advocacy and support for the Club.
- Regularly provide leadership and mentoring opportunities to the Club's network of affiliated coaches and (umpires) in accordance with the Club's Coach Development plan.
- Assist in the identification and development of playing talent within Queensland in relationship with Netball Queensland's High Performance and Coach Development units.
- In collaboration with the Sapphire Series Head Coach, manage an active depth chart by connecting with the Club's Affiliate Associations and underpinning teams to build long term success.
- Actively demonstrate the values of the Titans: We're selfless, we're trustworthy, we're accountable and we're relentless.
- Complete all other reasonable duties as identified and required to provide a performance environment for the Club and to assist the strengthening of the League and development of netball in Queensland.

The HART Ruby Series Coaching Staff will be required to attend:

- All program planning and induction sessions
- All team trainings and match play including pre-season games
- All home and away matches including finals
- All meetings, including but not limited to debrief and performance analysis
- Relevant meetings, camps, clinics or promotional activities as agreed with the Club Board
- Professional development sessions as agreed or required
- End of program review

## Qualifications and Experience

**The Ruby Series Coaching Staff require the following qualifications and experience:**

### *Qualifications and Experience*

- Netball Australia Advanced Level accreditation;
- Possess a current working with children blue card;
- A minimum of 3 years coaching in an emerging talent environment (is recommended);
- Current drivers licence and vehicle;
- Current first aid training is advantageous;

### *Knowledge and Skills*

- Demonstrated success coaching and developing emerging talent teams and athletes;
- Strong leadership qualities and the ability to build a performance team culture

- Experience in the physical and technical preparation of emerging athletes and knowledge of technical/ tactical and decision making strategies at representative level
- Developing ability to review and analyse individual and team plans and a demonstrated capacity to engage players to deliver those plans
- Ability to identify talent and develop emerging athletes to their performance potential
- Ability to collaborate with a team of coaches and support staff
- High level communication skills and the ability to represent the Club to various stakeholders as a role model for netball

#### *Personal Attributes*

- People-focused – demonstrated ability to build trust and relationships with coaches, athletes, performance staff and operational staff
- Resilience – the ability to lead under pressure, through uncertainty and ambiguity, to make judgements with competing priorities and to come back from disappointments and set-backs
- Passion – ability to motivate and bring out the best in teams and individuals
- Ethics – understand the requirement for confidentiality, impartiality and integrity in all dealings
- Continual Learner – a thirst for continual improvement through embracing diversity of thought, a preparedness to learn and unlearn, and a willingness to embrace honest feedback
- Leadership – demonstrate high levels of self-awareness, process feedback and invest time in the development of others

#### **Other Information**

##### **The Ruby Series Coaching Staff will be required to:**

- Complete after hours and weekend work (as per training and playing schedule);
- Be fully vaccinated

#### **Key Performance Indicators**

- The Ruby Series Coaching staff will have set KPI's that are built in conjunction with the Titans Netball Head Coach and the wider Club. These will be offered upon appointment.