



### **VNL Team Senior Coach for all positions described below**

Position Title: Ariels Team Senior Coach Positions (Victorian Netball League)

- Division 1 Team Senior Coach - 19/U Team Senior Coach

Reports to: Championship/Head Coach Ariels VNL  
Netball Operations Manager/Director

Direct Reports: Ariels Team Assistant Coach

Ariels Team Manager

Ariels Team Primary Care Personnel

A senior coach and assistant coach will be appointed to each Ariels Team. The senior coach shall oversee the training program for the team and will be supported at all training sessions by the assistant coach.

Locations: Training/Match Day venues as specified upon confirmation of training and VNL competition fixture.

Remuneration Package Negotiable based on skills and experience.

#### Conditions

Attend all Ariels training sessions, selections and matches where practical.

Attend the Ariels annual Player Information Day.

Attend monthly coaching panel meetings.

Attend compulsory Netball Victoria meetings and professional development sessions.

Attend Club promotional activities as required.

The Team Senior Coach, will be employed in accordance with the terms and conditions outlined in their contract. Weekend and evening work will be required, due to the nature of the sporting industry.

#### Environment

Ariels is a not for profit, incorporated member based organization which is governed by volunteer Committee of Management.

The Club holds one of the ten Victorian Netball League Licenses.

## Primary Purpose of Position

To lead the team, in a coaching capacity, in pursuit of its competitive and developmental objectives. This includes, but is not limited to:

- Leading all team coaching matters relating to training, preparation, game day and review. • Mentoring and developing the team assistant coach.
- Identifying and maximizing underlying potential to deliver long term growth in individual athletes.
- Utilizing and maximizing available resources to ensure individual athletes are technically, tactically, physically and mentally prepared to perform to the highest possible standard.
- Achieving consistent success and competitive performances across the season.
- Actively participating in the Club's talent identification and junior athlete development programs; Development Squad.

## Relationships

### Head Coach

- To establish & maintain positive working relationships with, and be accessible to the Club Head Coach.

### Coaching Panel

- To work closely with other members of the Ariels coaching panel, maintaining open communication and the collaborative sharing of best practice coaching experiences and ideas.

### Team Manager

- To liaise with the appointed Team Manager regarding program requirements for all training sessions and scheduled matches.

### Athletes

- To communicate openly and appropriately with athletes to ensure that expectations are met by both the athletes and team coaching panel.
- To communicate clearly, concisely and with a high level of integrity to the player and parent group.

## Key Responsibilities

### 1. Coaching

- Ensure that athletes are provided with direct learning at a practical level through individual, specialist and team coaching instruction.
- Introduce athletes to varied approaches to learning & the use of innovation to effectively enhance performance.
- Supervise, support and mentor the assistant coach in both the training and competition environment.
- Determine in consultation with the Head Coach the specialist coaching requirements for the team & liaise with such specialist support coaches as required.
- Liaise with other members of the coaching panel in relation to coaching strategies, structures and planning.
- Develop, implement and adapt match play strategies.
- Provide coaching instruction to team members in the areas of technique, specialist positional skills and team skills.
- Evaluate and assess individual and team performance, ensuring individuals are appropriately challenged, and provided with constructive feedback.
- Utilize appropriate data and technology to improve performance.
- Take appropriate action to ensure underperformance is effectively dealt with.
- Attend 2 training/games with 1 of our representative teams to support and educate the coach and players.

### 2. Program Administration

- Participate as a member of the team Selection Panel for your appointed team and any other team as deemed necessary by the Head Coach.
- Liaise with the Head Coach, re the development and implementation of the annual player induction program.
- Liaise with the Head Coach with respect to the training and competition loads of Ariels athletes selected in ANL / Junior State Teams.
- Submit reports as requested by the Head Coach, ensuring that all predetermined reporting requirements and deadlines are met.
- Ensure, where practical, that all players within the team are qualified prior to the commencement of the finals series.
- Ensure that up to date records of all training sessions, match play, matters pertaining to athletes including injuries & interviews, training attendance etc. are kept and made available upon request of the Head Coach.
- Liaise with the Head Coach, re the organization of practice matches against other teams and clubs.
- Liaise with the Team Manager, on matters of team organization & administration.

### 3. Athlete Performance

- Monitor and manage ongoing individual athlete and team performance requirements.
- Prepare programs to facilitate athletes meeting agreed performance targets, including improvement in performance at skill development, competition, training and testing.
- Liaise with the Head Coach & medical personnel re the effective management of athlete injury rehabilitation.
- Provide digital/ written / video feedback to athletes regarding training and match performances.

#### 4. Leadership

- Effectively lead the assistant coach and team support staff, demonstrating interpersonal skills that include: - Being approachable and available to others. - Listening well, demonstrating empathy, being attentive to and understanding of the views of others. - Being open to feedback and criticism. - Capacity to resolve interpersonal differences in a constructive manner. - Recognizing issues and problems early and resolving them effectively and with integrity. - Leading and delegating appropriate responsibilities to the coaching and team support staff.
- Ensure that clear and appropriate team protocols and standards are established and maintained.

### Qualifications

- Hold the following NCAS level of Coaching Accreditation as a minimum: - Division 1 Team Coach: Intermediate - 19/U Team Coach: Intermediate
- Hold a current Netball Victoria Membership.
- Hold a current driver's license.
- Hold a current Working with Children check.

### Experience, skills and values

- Previous demonstrated successful coaching of teams at ANL, State Representative Team, VNL, Regional and / or Association level.
- Previous experience in working as an integral part of a team.
- Understanding of sport culture and organisations, including working with volunteers.
- High level interpersonal, communication, and leadership skills & the ability to elicit cooperation of a range of people.
- Preparedness to understand and model the Club values through demonstrating personal credibility, honesty and high standards of integrity.
- Effective relationship management skills and capacity to engage the support of a range of internal and external stakeholders, in achieving Club objectives.
- Proven and trusted athlete manager whose style reflects the importance of team-orientation and individual motivation within the team.
- Preparedness to adhere to all Ariels VCNA and Netball Victoria policies and procedures regarding the VNL Competition.
- Ability to meet the work requirements and responsibilities, attendance and reporting requirements as outlined.