

# POSITION DESCRIPTION

## The Capital Spirit Academy – Head Coach

### Organisation Information:

Netball holds a unique position in the Australian sporting landscape. It is a sport with significant and long held participation rates that are the envy of many other Australian sports. It is widely held to be the leading women's sport in Australia. In fact, eight out of ten Australian families have had some involvement with netball; either through playing, volunteering, coaching or assisting in the administration of the sport.

Netball ACT is the peak body for Netball in the Australian Capital Territory. Netball ACT operates under Memorandum and Articles that are resolved by the affiliated Member Organisations. Whilst being a Member Organisation of Netball Australia.

Our purpose is to inspire the community to join our netball family and strengthen our sport through participation and success in Netball competitions at all levels.

To ensure Netball ACT continues to deliver on its strategic priorities, the organisation will focus on growing participation and customer engagement, while working to realise the untapped value in its asset portfolio.

### Program Information:

Netball ACT has a rich history of developing talented netballers who have excelled along the national pathway. The introduction of The Capital Spirit into the 2020 Origin Premier League competition allows for the extension of elite pathway opportunities to members of the ACT netball community.

The Capital Spirit was born from a snapshot of the rich history of Canberra. Looking within our region for recognisable components of our history and story as a community and settled on the iconic "Ethos" Status. Created by Tom Bass, unveiled in 1961, the 4m tall statue is located on the northern public entrance of the ACT Legislative Assembly Building. Ethos is the characteristic spirit of a culture, era and community, manifested in its beliefs and aspirations.

The primary objective of The Capital Spirit Academy is to offer an individual program introducing athletes to a high-performance environment. Athletes of the program are considered capable of selection into the Netball ACT State Teams and/or The Capital Spirit Teams in current and/or future performance cycles.

### Our Values:

**Resilience** – When things get tough, we act with courage and commitment and take on challenges we face both on and off the court

**Our Member Organisations** – We value the contribution our Member Organisations make to our sport and to the participants in their Districts

**An Inclusive Approach** – We welcome all in our sport and encourage an inclusive culture that invites belonging and engagement with our communities

**Respect** – We act with respect in all our interactions both on the court and in our dealings in business and the community

**Professionalism** – We are professional in our approach to our sport and our business operations and promote a performance-based culture

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## Position Specification:

<b>Position Title</b>	The Capital Spirit Academy Head Coach
<b>Department</b>	Operations and Sport
<b>Organisational Relationships</b>	<p><b>Reports to:</b> General Manager – Operations and Sport</p> <p><b>Supervisor:</b> The Capital Spirit / ACTAS Head Coach</p> <p><b>Key Relationships:</b> Athletes, Parents, other Coaches of Athletes, Physiotherapist, Strength and Conditioning, Mentors and other Program Service Providers</p>
<b>Stakeholder Relationships</b>	<p><b>Internal:</b> All NACT employees and NACT volunteers</p> <p><b>External:</b> NACT Member Organisations, Member Organisation Coaches, NACT Pathway Coaches and NACT Service Providers</p>
<b>Position Profile and Primary Objectives</b>	Deliver a program with the aim of facilitating and supporting athletes to transition into the Netball ACT High Performance Player Pathway. With the aim of developing and preparing athletes to transition into The Capital Spirit Opens or U23's Program.
<b>Position Capabilities</b>	<p>The position incumbent will possess a high level of:</p> <ul style="list-style-type: none"> <li>• Demonstrated experience working as part of a team to achieve the organisations objectives</li> <li>• Ability to inspire, empower, influence and enable others</li> <li>• Interpersonal, engagement and communication capabilities</li> <li>• Flexibility, adaptability resilience</li> <li>• A desire to learn and be innovative</li> </ul>
<b>Position Location</b>	The position will be based at the SolarHub ACT Netball Centre 435 Northbourne Ave Lyneham
<b>Salary / Tenure / Hours</b>	<p>The Capital Spirit Academy Head Coach is a volunteer position and will be appointed for twelve (12) months. The program is a ten (10) month program commencing in November 2020 and ending in October 2021.</p> <p>The position's honorarium will be as stated in the volunteer agreement.</p> <p>As a volunteer position, the working hours will vary depending on the time dictated by the program schedule. It is anticipated that most working hours will be out of hours and may include early morning, late afternoon, and weekend sessions.</p>

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## Key Result Areas:

The following outlines the key result areas and core competencies relevant to this position:

Key Result Areas	Accountabilities and Responsibilities
<b>Strategic Focus, Thought Leadership and Area Management</b>	<p>Work collaboratively with NACT, Program Support Staff and the netball system in leading The Capital Spirit Academy program.</p> <p>Communicate the ‘Australian Way’, a nationally aligned approach to style of play and performance standards to all athletes under the direction of Netball Australia.</p> <p>Implement a program that aligns with the NACT High Performance system aimed at building effective squad and team culture and cohesion to prepare athletes for the transition along the player pathway.</p> <p>Progressively prepare comprehensive Individual Athlete Performance Plans and competition reviews at the completion of the program and other reports as required.</p> <p>Hold a role in the selection process for the squad by assessing all potential athletes using the NACT selection criteria and methodology in supporting alignment with the NACT High programs.</p>
<b>High Performance Leadership and Culture</b>	<p>Promote and lead a high-performance culture promoting NACT’s vision and values within NACT high performance programs.</p>
<b>Communication and Player Engagement</b>	<p>In consultation with The Capital Spirit and ACTAS Head Coach develop and implement a holistic program plan that focuses on individual athlete development.</p>
<b>Risk Management</b>	<p>All volunteers will:</p> <ul style="list-style-type: none"> <li>• Identify and report any hazards, damage, loss, or exposures observed during their work;</li> <li>• Mitigate and manage identified risks.</li> <li>• Minimise damage or loss of property within the incumbent’s control.</li> </ul>
<b>Governance</b>	<p>Work within relevant regulations and requirements of Netball Australia and NACT policies, processes and guidelines.</p>
<b>Work Health and Safety</b>	<p>Ensure compliance with the Work Health and Safety Act and regulations to ensure the health and safety of self and others in the training environment.</p> <p>Comply with NACT policies, procedures and ensure safe delivery practices are adhered to.</p> <p>Consult with NACT Staff on WH&amp;S matters and monitor WH&amp;S performance within area of responsibility.</p>

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## Required Capabilities:

The following outlines the required capabilities relevant to this position:

<b>Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrated ability to communicate and engage effectively with key stakeholders</li> <li>• Ability uphold and demonstrate Netball ACT’s Values of Resilience, Our Member Organisations, An inclusive approach, Respect and Professionalism.</li> </ul>
<b>Management Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrated leadership, organisational and time management skills</li> <li>• Demonstrated ability to focus time and recourse to meet the medium and long term demands of individual athletes</li> </ul>
<b>Knowledge / Experience</b>	<ul style="list-style-type: none"> <li>• Previous experience in delivering a high-performance program at a local representative, territory or higher level with a focus on holistic and individualised athlete development</li> <li>• Demonstrated ability to develop, articulate and inspire both individual and squad-based athletes to achieve their personal goals</li> <li>• Knowledge of Netball ACT and Netball Australia’s athlete and competition pathways</li> </ul>
<b>Qualifications</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Netball Australia Advanced Level Coaching Accreditation, with a commitment to commencing and/or obtaining the next level coaching accreditation</li> <li>• Current Australian driver's licence.</li> <li>• Current Working with Vulnerable People Check.</li> </ul> <p><b>Desired:</b></p> <ul style="list-style-type: none"> <li>• Current First Aid Certificate</li> </ul>

## Application process:

To apply for The Capital Spirit, Head Coach position please email a cover letter and resume to:

Nicole Bowles  
 General Manager – Operations and Sport  
[nicole.bowles@netballact.com.au](mailto:nicole.bowles@netballact.com.au)  
 (02) 6241 4088

**Applications close 5pm Friday 16 October 2020**