

# POSITION DESCRIPTION

## Netball ACT Developing Umpire Program Coach

### Organisation Information:

Netball ACT (NACT) is the peak body for Netball in the Australian Capital Territory. NACT is responsible for the guidance governance and promotion of the sport in the ACT.

NACT provides support to six affiliated districts in growing participation through provision of programs, funding and administration.

The main strategic priorities of NACT are to:

- Grow the sport of netball in the ACT and surrounding regions by engaging with the local community and stakeholders to provide enhanced access to our sport through schools, clubs and affiliated districts.
- Strengthen and deliver quality experiences for participants and fans through competition and events.
- Provide a high-performance culture for athletes, coaches, umpires and officials in the ACT to maximise and develop their full potential.
- Build the capacity of netball in the ACT through strong governance, workforce development, administration and commercialisation.

### 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>	Netball ACT Developing Umpire Program (up to 2 positions)
<b>Organisational Relationships</b>	<b>Reports to:</b> Umpire and Coach Coordinator <b>Key Relationships:</b> Umpires within the Developing Umpire Program and District Umpire Convenors
<b>Stakeholder Relationships</b>	<b>Internal:</b> All NACT employees and NACT volunteers <b>External:</b> NACT Member Organisations, Member Organisation Umpire Convenors, Umpires and State League Umpire Panel
<b>Position Profile and Primary Objectives</b>	Deliver a program with the aim of facilitating and supporting umpires who are currently umpiring at a Club and/or District level to transition into the Netball ACT Umpiring Pathway. With the aim of developing and preparing umpires to transition into Netball ACT HCF State League Competition.
<b>Position Capabilities</b>	The position incumbent will possess a high level of: <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 and 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>	The NACT Developing Umpire Program coach is a volunteer position and will be appointed for six (6) months. The program commences in February 2025 and concludes in April 2025.  The position's honorarium will be stated in the volunteer agreement.  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, evening and weekend sessions.

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### Key Result Areas:

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

<b>Key Result Areas</b>	<b>Accountabilities and Responsibilities</b>
<b>Strategic Focus, Thought Leadership and Area Management</b>	Design and deliver a training program aligned to Netball Australia's High-Performance Umpire Pathways, Program and Competitions and the National Umpire Development Framework, including but not limited to on court group and individual sessions.
<b>High Performance Leadership and Culture</b>	Promote and lead a high-performance culture promoting NACT's vision and values within NACT Umpire programs.
<b>Communication and Customer Engagement</b>	In consultation with the Umpire and Coach Coordinator develop and implement a holistic program plan that focuses on individual umpire development.
<b>Risk Management</b>	As volunteers will: <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 loss of property within the incumbent's control.</li></ul>
<b>Governance</b>	Work within relevant regulations and requirements of Netball Australia and NACT policies, processes and guidelines.
<b>Work Health and Safety</b>	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.  Comply with NACT policies, procedures and ensure safe delivery practices are adhered to.  Consult with NACT Staff on WH&S matters and monitor WH&S performance within area of responsibility.

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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></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 umpires.</li></ul>
<b>Knowledge / Experience</b>	<ul style="list-style-type: none"><li>• Knowledge and understanding of Netball Australia's Umpire Development Framework.</li><li>• Experience coaching umpires at a minimum District Representative or State League level</li><li>• Previous experience in delivering an umpire program at a District, Regional or State Level with a focus on holistic and individualised umpire development.</li></ul>
<b>Qualifications</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"><li>• Hold a Netball Australia National B Badge Umpire Accreditation.</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 NACT Developing Umpire Program Coach position(s) please email Emma outlining your experience and suitability for the position(s):

Emma Brear

Umpire and Coach Coordinator

[Emma.brear@netballact.com.au](mailto:Emma.brear@netballact.com.au)

(02) 6241 4088