

GENERAL POSITION DESCRIPTION

Position Details

Position Title: Coach

Responsible to: IAS Athlete, Coach and Program Manager

Primary purpose of position

The Coaching staff are primarily responsible for assisting in the design of, and the implementation, management and evaluation of the Illawarra Academy of Sport program - in close consultation with both the Academy and the relevant State Sporting Organisation (SSO). The primary purpose of the program is to provide high quality development opportunities for talented young athletes.

The position is answerable to the Illawarra Academy of Sport and reports to the Athlete, Coach and Program Manager (PM) through the Head Coach. Decisions relating to the management of the Academy program will be made by PM, Head Coach, Squad Manager, and CEO.

The key responsibilities of the Head Coach are:

1. Participate in the draft formulation of the program in consultation with the Academy and the SSO.
2. Conduct the selection process and make squad selections in consultation with the Academy and SSO.
3. Establish operational parameters of the program including performance targets.
4. Monitor and review program performance against agreed and established targets.
5. Plan and deliver coaching sessions with a focus on the development of talented athletes.

The commitments of the squad coaches are:

- Attend program camps (eg Your Local Club Academy Games, sport specific camps)
- Attend IAS events (eg Induction Day, Leadership Day, Council Receptions, education days)
- Attend squad training sessions

Organisational Context of Position

The Illawarra Academy of Sport provides high level development opportunities for identified athletes in the greater Illawarra region. To do this the Academy offers a wide range of services and workshops which are focused on individual athlete development.

Organisational Relationships

- i. **Position title of supervisor of the Coach**
IAS Athlete, Coach and Program Manager and Head Coach/Manager (if applicable)

- ii. **Positions which also report to the supervisor**
IAS Coaches and Squad Managers
- iii. **Indirect relationship to this position**
Coaches and Squad Managers of other IAS sport programs

Responsibilities

1. Program Development and Delivery

- Provide IAS with a detailed proposed annual program prior to its commencement, ensuring that all aspects of the Academy program are consistent with the program guidelines provided by the SSO (Head Coach).
- Co-ordinate the delivery of the Academy sport program and its associated services.
- Liaise with the SSO regarding the implementation of the program.
- Design, develop, implement, update, and evaluate athlete development in accordance with the program guidelines.
- Ensure that the selection process is consistent with the Academy guidelines regarding the selection of squads.
- Assist with all aspects of the duty of care of athletes at all Academy activities.
- Attend all programmed squad sessions, including training, competitions, Sports Medicine, Sports Psychology and Strength and Conditioning Workshops and Personal Development workshops.
- Coaching of identified squad athletes emphasising development of individual skills and sport specific concepts.
- Assist with the implementation of Talent ID Camps and development programs that support the IAS scholarship program.
- In consultation with medical professionals, oversee and monitor the process of rehabilitation for individual athletes.
- Coaches/managers are to inform the Program Manager immediately of any behaviour from an athlete, parent or any other coach that is determined to be inappropriate.
- Assist with monitoring athletes physical and mental state. Notify the Program Manager of any long-term injuries or other health and wellbeing warning signs.

2. Management & Planning of IAS Program

- Ensure that all aspects of the Academy program are consistent with the program guidelines provided by the state sporting body.
- Ensure that the program is administered in a manner that is consistent with the guidelines outlined in the IAS Policies and Procedures.
- Participate in planning / evaluation meetings involving all Program Staff, PM and CEO.
- Provide a report following each Academy activity and end of year program report.
- Contribute to the development of appropriate performance support provision strategies and actions.
- In association with the Head of Physical Performance ensure that the athletes are completing their strength and conditioning requirements and assist with liaising for any additional opportunities for squad S&C support.

Supervision and Level of Independence

Responsible for the day to day management of the IAS sport program, operating within pre-determined guidelines.



Training, Qualifications, and Experience

- Hold coaching qualification or accreditation (specific to chosen sport)
- Experience coaching at a representative level or with high performance athletes. Experience working as part of a small multi-disciplined team delivering a sport program.
- Ability to critically analyse, research and solve problems.
- Highly developed communication skills.
- All program staff are required to present a Working With Children Clearance letter along with their DOB for online verification. This complies with the guidelines set by the Office of the Children's Guardian.
- Preparedness to work within the Academy's guidelines is essential

IAS uniform is provided for coaches.

Coaches will be provided with a small honorarium payment, in addition to development opportunities provided by the IAS or Regional Academies of Sport.

