

Position Description for National Team Coach

Conditions of appointment:

Conditions of appointment for the position of National Team Coach:

- (a) The position is not at paid position.
- (b) The successful applicant will have accommodation, travel and approved expenses paid for his/her attendance at approved National Training and Selection camps, Qualification Tournaments, relevant events [pending age group – World Championships/Challenge Trophyetic] and any other events as are granted prior approval by the Board of the HA.
- (c) The successful candidate must agree to attend the events, training camps and tournaments as outlined in (b) above.
- (d) Appointment will be subject to required compliance with the relevant Child Protection legislation in the candidate's state of residence. If the recommended candidate is an overseas applicant, compliance will be with the requirements of the HA state of incorporation or the main state in which coaching/management will occur. It is a requirement that all persons working with Australian children or young people declare whether they are deemed a prohibited person. Persons previously convicted of a serious sex offence or any registerable offence cannot apply for this position.
- (e) Coaches are required to complete the ASC Beginning Coaching General Principles and the Play by the Rules online courses (to cover required Australian compliance matters). These are free online courses at <https://learning.ausport.gov.au/jportal/Courses/tabid/62/Default.aspx>
- (f) Coaching and management positions will be governed by attainment of Key Performance Indicators (KPI) as set by the HA Board. KPI's will include, but may not be limited to: setting and monitoring player fitness targets; communication with players, liaising with and reporting to management and the High Performance Committee/Manager as required; adhering to financial and budgetary constraints set by team management and the HA; achieving technical and performance improvement in comparison to previous events and championships.

NATIONAL TEAM COACHES – Criteria for the Position (Please address these following 11 criteria in your application):

1. Agreement to work within and abide by the HA Code of behaviour (as set out in the HA Member Protection Policy) and all other HA policies, guidelines and standards as are published and/or provided from time-to-time, including the Australian Sports Commission's Junior Sports Codes of Behaviour guidelines.
2. Must be a recognised Handball Coach and will be required to complete the highest available HA Coaching Accreditation Course or apply for RPL (Recognised Prior Learning) based on overseas or other qualifications. The online courses refereed to in conditions (e) above are prerequisites for these.

3. Demonstrated ability to plan, prepare and implement an appropriate and effective Program for a representative National Team, including (if necessary) with input from skilled international coaches.
4. Demonstrated ability to develop a National coaching strategy and the ability to communicate and coordinate that strategy to all Junior, State and Club coaches to ensure the future development of elite players in a consistent manner.
5. Proven ability to establish and maintain team harmony and discipline under conditions of intensive training and competitive pressure.
6. Proven ability to prioritise and manage the application of all available resources to achieve the most effective outcome for the team.
7. Proven ability to perform all key responsibilities and accountabilities (as attached).
8. Demonstrated skills related to the position (as attached).
9. Demonstrated behavioural competencies and qualities required for the position (as attached).
10. Demonstrated understanding of the requirements of working with young people. (Note, the recommended candidate will also need to comply with completion of the relevant Prohibited Employment Declaration and any clearances required regarding the relevant Child Protection legislation for your state of residence as advised by your state handball association, or through the HA state of incorporation.)
11. Preparedness to accept the conditions of the appointment as outlined above.

NATIONAL TEAM COACHES - Key responsibilities/accountabilities:

- Plan, prepare and implement a suitable Program of skill development (individual and team), training, competition and other events for the appointed period, including (if necessary) with input from skilled international coaches.
- Prepare and maintain a profile of the health, development and performance for each athlete in the squad.
- Plan, manage and conduct all training sessions of the National squad.
- Lead and manage the team's performance during competition matches.
- Provide input into all arrangements planned and arranged by the Team Manager, including but not limited to airline tickets and other transport, accommodation, meals, facilities, schedules, uniforms, budgets, communication and media.
- Prepare reports on the activities of the Team, in an approved format, including a report on all technical matters, to assist team selectors and for the relevant periods as specified by the HA Board, in conjunction with the HA High Performance Manager.
- Assist in the establishment and maintenance of team harmony and discipline under conditions of intensive training and competitive pressure, in accordance with HA Policies and standards, in consultation with the HA High Performance Manager and coaching staff.

- Where relevant, work in conjunction with other national coaches and organise and conduct seminars with Junior, State and Club coaches to ensure the establishment of a consistent National Coaching Strategy and implementation to assist player pathways from junior to senior as required.

NATIONAL COACHES - Key skills required:

- Detailed knowledge of the coaching of handball up to and including elite international level.
- Preparedness to work with and learn from experienced handball coaches from other countries where relevant .
- High level experience in coaching handball teams - handball coaching expertise and ability to lead a competitive team.
- Long-term interest and involvement in the sport of handball.
- Ability to work under pressure, working to timetables and budget.
- Good oral and written communication skills for reporting etc.
- Understanding of both domestic and international sport, particularly of handball.

NATIONAL COACHES - Behavioural competencies and qualities required:

- Enthusiastic about the sport of handball
- Displays the highest levels of integrity and commitment
- Demonstrates an ability to deliver excellent results
- Demonstrates enjoyment in their work
- Values inclusiveness in all its forms
- A willingness to work in a spirit of partnership
- Flexible and adaptable in a dynamic environment
- Able to cope with unforeseen change
- Develop appropriate strategies in line with responsibilities
- Strong communicator
- Team player who can also work on own initiative
- Assertive and confident
- Detailed and organised in report writing and Program preparation.
- Communicates effectively both externally and internally
- Works closely to deadlines
- Calm and effective demeanor in high pressure situations