



AUSTRALIAN HANDBALL FEDERATION

ABN 50 132 176 670

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AUSTRALIA

Web: www.handballaustralia.org.au

Position Description for State-based Coaches/Assistant Coaches

Conditions of appointment:

- (a) The positions are not at paid position.
- (b) The successful candidate must agree to attend the agreed local camps etc (As handball is predominately self-funded, it's not expected that the State-based coaches/assistants will be required to travel with the team to tournaments and events). Most communication with National Coach and Board etc would be remote telecommunication.
- (d) Appointment will be subject to required compliance with the relevant Child Protection legislation in the candidate's state of residence, and possibly also in the State camps are conducted in (tbc). 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 registrable offence cannot apply for this position. The Coach is also required to complete the ASC [Play by the Rules - 'Child Protection' & 'Harassment and Discrimination'](#) online course (takes about 1-2 hours).
- (e) All 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 Manager as required; adhering to financial and budgetary constraints set by team management and HA; achieving technical and performance improvement in comparison to previous events and championships.

Criteria for the National Coaching Position: *(please address these 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, including
 - Beginning Coaching Online (or recognition of prior learning) - <http://www.ausport.gov.au/participating/resources/coaches/onlinecoach>
 - [Play by the Rules - 'Child Protection' & 'Harassment and Discrimination'](#)
3. Ability to work with National Coach with regards to plan, prepare and implement an appropriate and effective Program for a representative National Team.

Supported by:



4. 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.

Key responsibilities/accountabilities:

- 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.
- Maintain a profile of the health, development and performance for each athlete in the squad.
- Plan, manage and conduct local training sessions of the National squad members.
- Prepare reports on the activities of the Team players
- 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.
- Team player able to work with National Coach and HA as required.

Key skills required:

- Detailed knowledge of the coaching of Handball up to and including elite level.
- Preparedness to work with National Coach and other State-based Coaches
- 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.
- Report writing skills.

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 demeanour in high pressure situations