



AUSTRALIAN HANDBALL FEDERATION

ABN 50 132 176 670

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AUSTRALIA

Web: www.handballaustralia.org.au

Seeking nominations for Australian Junior Women's National Team – Australian based Coach and Manager

Expressions of interest (EOI) nominations are invited from suitably qualified people for the volunteer (unpaid) roles of:

- 1) National Coach – Junior Women
- 2) National manager – Junior Women

EOIs are to be forwarded to Handball Australia (HA) via email, addressed to the Secretary General: sec-gen@handballaustralia.org.au addressing the roles' requirements and attaching any supporting documentation.

Equal opportunities:

Handball Australia is committed to equal and inclusive opportunities in its volunteer policies, practices and procedures.

Closing date for applications: 5 February 2022.

1) Role description for Junior Women's National Handball Team Australian-Based Coach

Role Overview

Conditions of appointment for the position of National Team Coach:

- (a) The role is a volunteer agreement and, as such, unpaid.
- (b) The Coach, for themselves alone, will have accommodation, travel and pre-approved expenses reimbursement for some expenses incurred for attendance at approved Qualification Tournaments/IHF Trophies, World Championships (if appropriate) and any other events as are granted prior approval by the Board of HA.
- (c) They must be able to attend the events and tournaments as outlined in (b) above.
- (d) The volunteer is required to comply with the relevant Child Protection legislation in the candidate's state of residence and nationally as required (as some squad members may be juniors). Persons previously convicted of a serious sex offence or any registrable offence cannot nominate for this role.

Supported by:



E. All coaching and management roles agree to implement Board expectations such as: setting and monitoring player fitness targets; communication with players, liaising with and reporting to management and the High Performance Committee 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.

Duration: While volunteer, the role may extend up to two IHF Trophy/World Championship cycles, pending an initial three-month period and then suitable feedback discussion after the first event and/or cycle.

Some short [SportAUS compliance courses](#) will be required also.

- Child Protection and Safeguarding course
- Play by the Rules Harassment and Anti-discrimination
- Mini-courses – Covid-19 and Introduction to the Integrity of Sport
- [SIA Anti-doping fundamentals, Annual Update 2022](#)

[\(formerly Level 2\), and new Coaches Course](#)

National Handball Coaching requirements: *(please address these 11 criteria in your application)*

1. Coach as member of HA agrees to work within and abide by all HA policies, guidelines and standards, including the Code of Behaviour in the Member Protection Policy as are published and/or provided from time-to- time.
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:
 - [Community Coaching General Principles Online](#)
 - And commit to timely completion of the SportAUS compliance and SIA courses noted above, if not held already.
3. Ability to plan, prepare and implement an appropriate and effective Program for a representative National Team, including (if necessary) with input from Senior Women’s skilled international coaches, utilising the HA Player Pathway.
4. Ability to develop a National coaching strategy with Senior Women’s Coach and facilitate with Junior, State and Club coaches if required 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 per below).
8. Demonstrated skills related to the role (as per below).
9. Demonstrated behavioural competencies and qualities required for the role (as per below).
10. Demonstrated compliance and understanding of the requirements of working with young people and proof of Working with Children compliance.
11. Preparedness to accept the conditions of the appointment as outlined above.

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 Committee and participate in Committee as required.
- 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 HPC and coaching staff.
- Organise and conduct seminars with Junior, State and Club coaches if and as required by HA.

Key skills required:

- Detailed knowledge of the coaching of Handball up to and including elite level.
- Preparedness to work with and learn from experienced Handball coaches from other countries.
- 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 perform under pressure, working to timetables and budget.
- Report writing skills.
- Understanding of both domestic and international handball.

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.

2) Role Description for Junior Women’s National Handball Team Australian-Based Manager

Role overview:

- (a) The role is a volunteer agreement and, as such, unpaid
- (b) The Manager, for themselves alone, will have accommodation, travel and pre-approved reimbursement for some expenses incurred for his/her attendance at Qualification Tournaments, IHF Trophies/World Championships (if appropriate) and any other events as are granted prior approval by the Board of HA.
- (c) They must be available to attend the events and tournaments as outlined in (b) above.
- (d) The volunteer is required to comply with the relevant Working With Children Checks in their state of residence and nationally as required (as some squad members may be juniors). Persons previously convicted of a serious sex offence or any registerable offence cannot nominate for this role.
- (e) All coaching and management roles agree to implement nominated Board expectations such as: setting and monitoring player fitness targets; communication with players, liaising with and reporting to management and the High Performance Committee 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.

Duration: While volunteer, the role may extend up to two IHF Trophy cycles or equivalent (usually aligned to World Championship cycles), pending an initial three-month period and then suitable feedback discussion after the first event and/or cycle.

Some short [SportAUS compliance courses](#) will be required also.

- Child Protection and Safeguarding course
- Play by the Rules Harassment and Anti-discrimination
- Mini-courses – Covid-19 and Introduction to the Integrity of Sport
- [SIA Anti-doping fundamentals, Annual Update 2022](#)
(formerly Level 2), and new Coaches Course

National Team Manager – Requirements:

1. Manager, as Member of Handball Australia, to abide by all HA policies, guidelines and Standards, including the Code of Behaviour in the Member Protection Policy as are published and/or provided from time-to-time and to work to the direction of the HA Board and its HPC.
2. Proven ability to assist in the planning and conduct of an appropriate and effective Program for a representative Junior National Team.
3. Proven ability to establish and maintain team harmony and discipline under conditions of intensive training and competitive pressure.

4. Proven ability to prioritise and manage the application of all available resources to achieve the most effective outcome for the team.
5. Proven ability to perform key responsibilities as outlined below.
6. Demonstrated behavioural competencies and qualities required for the role as outlined below.
7. Preparedness to accept the conditions as outlined above.

National Team Manager - Responsibilities include:

- All communication with State Association administrations, national squad members, HA Board and any other relevant persons and organisations on behalf of the National Junior Womens's Team Program in consultation with the HA High Performance Committee.
- In consultation with the Coaching staff, formulate, prepare and distribute a suitable Program of training, competition and other events for the appointed period.
- Arrange and liaise with medical and support staff to ensure adequate resources are available to allow them to perform their job to the best possible standard.
- When necessary arrange for transportation of injured or ill players to an appropriate medical facility for treatment in consultation with medical and support staff.
- Organise all matters related to meals, snacks, hydration, etc for players and officials whilst in camp, training, competition and other events in consultation with coaching, medical and support staff.
- Manage the attendance of all participants (players and officials) at camps, training, competition and other events, including but not limited to arranging airline tickets and other transport, accommodation and facilities, in consultation with the HA High Performance Committee representative.
- Manage the procurement, distribution, maintenance and security of National Team uniforms, including arranging laundry of such items (including other, personal items when possible) particularly during extended camps and overseas tours, noting that procurement of uniforms must be arranged in consultation with the HA High Performance Committee representative.
- Provide guidance to players and officials in relation to equipment, clothing, personal effects, etc as required for travel in relation to camps, training, competition and other events.
- In relation to camps, training, competition and other events, prepare a schedule of activities and tasks and post and/or communicate its contents to all players and officials, on a daily basis, in consultation with coaching, medical and support staff.
- Prepare and maintain a budget in relation to the Program of training, competition and other events for the appointed period, in conjunction with the HA High Performance Committee representative.
- Comply with HA guidelines in relation to all income and expenditure related to the Program, in conjunction with the HA High Performance Committee.
- Prepare reports on the activities of the Team, in an approved format, including a report on all financial matters, for the relevant period as specified by the HA Board, in conjunction with the HA High Performance Committee representative.
- 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 codes of conduct, in consultation with the HA High Performance Committee representative and coaching staff.
- Ensure athletes are advised of limitations to travel and HA insurance in regard to injuries received whilst training or in competition. Assist athletes with claim procedure if required.

National Team Manager - Key skills sought:

- Detailed knowledge of team management requirements.
- Experience in team management and operations.
- Proven management expertise and ability to lead a competitive team.
- Long-term interest and involvement in sport.
- Ability to function well under pressure, to timetables and budget.
- Report writing skills.
- Understanding of both domestic and international sport, particularly of handball.

National Team Manager - Behavioural competencies and qualities:

- Enthusiastic about the sport of handball
- Displays the highest levels of integrity and commitment
- Demonstrates an ability to deliver excellent results
- Demonstrates enjoyment in required activities
- Values inclusiveness in all its forms
- A willingness for 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 with personal initiative
- Assertive and confident
- Detailed and organised in report writing and program preparation.
- Communicates effectively both externally and internally
- Adheres closely to deadlines
- Calm and effective demeanour in high pressure situations