Australian Handball Federation Limited
ABN 23 616 783 754
PO Box 6471
SILVERWATER, NSW 2128
AUSTRALIA
Web: https://www.handballaustralia.org.au/

Position Description

Technical Director

Position Title

Technical Director

Reports To

Chair, High-Performance Committee (with accountability to the Board)

Location

Flexible within Australia (virtual and in-person engagements, occasional domestic travel)

Employment Type

Volunteer appointment – 3-year term (renewable)

Remuneration

Voluntary role. Pre-approved travel and out-of-pocket expenses reimbursed under Handball Australia's expense policy.

About Handball Australia

Handball Australia is the national governing body for Team and Beach Handball in Australia and a member of the International Handball Federation (IHF) and the Oceania Continent Handball Federation (OCHF). Our mission is to grow Handball across grassroots and elite levels, supporting inclusive and high-quality pathways nationwide. As Brisbane 2032 Olympic and Paralympic Games approach, there is a focus on building a sustainable and internationally competitive High-Performance program – underpinned by excellence in governance, athlete development, and stakeholder alignment with the Australian Sports Commission (ASC), Australian Olympic Committee (AOC), and IHF.

Position Purpose

The Technical Director is the strategic leader of Handball Australia's High-Performance and technical functions. The role is responsible for aligning High-Performance pathways, coach development, talent identification, and Olympic planning with the broader strategic goals of the organisation.

This includes leading relationships and accountability processes with the Australian Olympic Committee (AOC) and the Australian Sports Commission (ASC), in particular overseeing Handball Australia's Win Well funding applications and reporting, while embedding Sport Integrity Australia's principles, including a strong commitment to child safeguarding and wellbeing.

Key Responsibilities

1. High-Performance and Olympic Planning

- Design and execute national High-Performance strategies for Team Handball and Beach Handball.
- Lead national team performance planning, coaching appointments, athlete preparation, and Olympic readiness.
- Develop and implement performance frameworks and KPIs aligned to international competitiveness and Olympic qualification (Brisbane 2032 focus).
- Integrate athlete wellbeing and safe sport principles into all High-Performance environments in line with Sport Integrity Australia's National Integrity Framework.
- Build a performance culture that reflects the ASC's Sport Governance Principles and "Win Well" priorities – balancing success and wellbeing.

2. Stakeholder Engagement & Strategic Funding

- Serve as Handball Australia's key High-Performance liaison with:
    - The Australian Olympic Committee (AOC)
    - The Australian Sports Commission (ASC)
    - Sport Integrity Australia (SIA)

- National Institute Network (NIN) and State Sporting Organisations

- Lead the development and submission of the Win Well Grant application, including monitoring and evaluating outcomes.
- Foster strategic relationships with schools, universities, clubs, and international Handball federations to strengthen pathways and opportunities.
- Support Board and CEO with reporting obligations and strategic presentations to key funding and performance partners.

3. Athlete Pathways & Talent Identification

- Lead the development of national athlete pathways that are inclusive, ethical, and evidence based.
- Oversee national identification programs, junior academies, and performance monitoring systems.
- Align talent progression with long-term athlete development models and Olympic-level readiness.

4. Coach & Support Staff Development

- Create and manage a national coaching framework aligned with IHF standards and the ASC National Coaching Strategy.
- Oversee coach accreditation, education, and professional development programs.
- Establish national coaching benchmarks and facilitate mentoring systems for elite coaches.
- Recruit, support, and manage High-Performance coaches and multidisciplinary teams.

Key Relationships

- Handball Australia Board and High-Performance Committee.
- CEO and national office staff.

- National team coaches, athletes, and support personnel.
- AOC, ASC, SIA, and Win Well representatives.
- IHF, OCHF, and other international stakeholders.
- Member state/territory associations.

Essential Qualifications and Experience

Applicants must demonstrate the following:

- Minimum 5 years' experience in a senior technical, coaching, or High-Performance leadership role in sport.
- Demonstrated experience designing and delivering athlete pathways and/or national High-Performance strategies.
- Strong understanding of Australia's High-Performance sporting system, including the roles of ASC, AOC, and the NIN.
- Proven ability to engage with diverse stakeholders including national and international sport partners.
- Excellent communication, interpersonal, and negotiation skills.
- Experience in grant writing, funding submissions, or performance reporting (preferably Win Well or HP grants).
- Knowledge of integrity frameworks, child safeguarding, and safe sport environments.
- Demonstrated commitment to diversity, inclusion, and athlete wellbeing.
- Ability to work collaboratively with a volunteer Board and sport committees.

Desirable Attributes

- Relevant tertiary qualification in sport management, coaching, High-Performance leadership, or a related field.
- International or Olympic-level coaching or technical experience (preferably in Handball or similar team sport).

- IHF coaching or technical accreditation.
- Experience working with youth development programs, talent identification, or institute/academy programs.
- Familiarity with Sport Australia's Sport Governance Principles and integrity standards.
- Experience reporting to a Board or committee.
- Previous involvement in a small or developing sport with limited resourcing.
- Passion for advancing Handball's Olympic future in Australia.

Safeguarding & Integrity Commitment

Handball Australia is committed to providing safe, inclusive, and respectful environments for all participants. The Technical Director must:

- Uphold the Sport Integrity Australia Child Safeguarding Policy, Member Protection Policy, and National Integrity Framework.
- Promote and model safe sport behaviours, including mandatory reporting obligations.
- Comply with Working With Children Checks (or equivalent) and relevant screening requirements.

How to Apply

Please submit your expression of interest including: a resume detailing relevant experience and a cover letter addressing essential and desirable criteria as well as leadership experience and vision for High-Performance governance in the lead-up to Brisbane 2032.

Please submit Applications to: **president@handballaustralia.org.au**

Closing date: **10/10/2025**