NATIONAL WOMEN’S HEAD COACH

POSITION DESCRIPTION

Hockey Australia Background

Hockey Australia exists to provide Australians with the opportunity to play hockey from junior levels through to elite competition, including the Olympic Games. It is responsible for delivering these benefits to Australian hockey players in collaboration with the Member States & Territories, and in conjunction with our primary funding partner, Australian Sports Commission.

Hockey Australia’s vision is to ensure we strive to achieve consistent success, build a strong and positive public profile and continue to develop high quality players, coaches and officials at all levels of our sport.

Australia’s Winning Edge (AWE) and Hockey Australia’s 2014-2018 Strategic Plan are key instruments driving the direction for hockey and sport in this country. Our values of leadership, integrity, excellence, and inclusion underpin our actions, behaviours and the global reputation we have as a high performing national governing body.

Our organisation has a proud history of sustained success in international hockey. Of particular relevance for this role, the Hockeyroos are one of Australia’s most successful sporting team, winning Olympic Gold in 1988, 1996 and 2000.

The position of Head Coach of the Australian Women’s Hockey team is a prestigious and highly valued position within International Hockey. Hockey Australia seeks a proven ‘world class’ coach aspiring to ‘world best’ performance and Olympic Gold in 2020 in Tokyo.
**Role Purpose**

As National Women’s Coach you will be responsible for leading all aspects of the technical and performance standards of the National Senior team the ‘Hockeyroos’, with the clear goal being to achieve medal success at the 2018 World Cup and 2020 Olympic Games.

In addition to leading coaches, athletes and staff in the National program, you will work in collaboration with the High Performance Director and all involved in the elite National network to establish a ‘World Best’ program which maximises the input and investment of all stakeholders.

As a result of your leadership and planning, you will build increased capacity and performance in athletes and staff, and establish a platform for not just Tokyo, but the attainment of sustained success in the following Olympic cycle.

**Knowledge**

1. Understand the key levers for high performance delivery to achieve international success.
2. Understanding of leading trends in coaching, including coaching science, practices and the appropriate application of leading technology tools.
3. Ability to effectively leverage and apply expertise from relevant support services to ensure success.

**Experience**

1. Achieved successful performances at an elite international level in a coaching capacity.
2. Demonstrable experience in the establishment and execution of a high performance plan that underpinned the attainment of success.
3. Successfully led a high performance team and network that ensured the potential of all contributors was maximised.

**Competencies**

**Interpersonal** – an ability to attain excellence from all stakeholders through your ability to build partnerships, influence and communicate effectively;

**Leadership** – a proven track record of establishing an environment that expects and delivers success based on empowerment and the contribution of all involved within the on-field and off-field team and broader national network;

**Management** – an ability to contribute to and successfully implement long-term high performance plans that are supported by informed operational decisions within budget. This will be demonstrated by your ability to plan and set targets, monitor and measure outcomes against international performance at pivotal points across the cycle;

**Personal Attributes** – a highly motivated and target-orientated individual that has a passion for achieving elite success and an ability to constantly drive improvement through the acquisition and application of leading practice and innovation.
# NATIONAL WOMEN’S COACH POSITION DESCRIPTION

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<th>KEY RESPONSIBILITIES</th>
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| **Leadership**        | Lead and manage the coaching, development, preparation and performance of the National Women’s team in all international competitions:  
  - Lead and achieve consistent podium performance and agreed AWE targets at benchmark events, including the 2018 World Cup and 2020 Tokyo Olympic Games and also establish a platform and provide input to the technical, tactical and program direction for the following Olympic cycle;  
  - In collaboration with the High Performance Director (HPD), contribute to the formulation of a quadrennial High Performance Plan and annual Operational Plan for the National Squad.  
  - Establish relationships with all stakeholders and create a Women’s program environment conducive to the successful implementation of the plan, providing clarity and empowerment for staff and athletes in driving performance outcomes.  
  - Ensure the HP Plan is implemented in line with budget allocations managed through the HPD and provided by the Chief Executive and approved by the HA Board.  
  - In collaboration with the key high performance staff, operationalize annual plans and in conjunction with the High Performance Director, oversee the administration and budgeting associated with the operations of the National Women’s program.  
  - When and where required represent HA at meetings and forums with primary funding partners and key stakeholders, and contribute to strategic high performance planning requirements.  
  - Be an ambassador for the Women’s program, contributing positively to the profile of Hockey and the program through media and sponsorship events, marketing and additional commercial activities; |
| **Athletes**          | Lead and develop preparatory training programs for all National Squad athletes, setting a clear direction for the Women’s team and all athletes based within the centralised program in Perth and/or in any other agreed training/competition environment, for the current Olympic cycle.  
  - Ensure that all athletes have an individual development plan that incorporates leading and contemporary technical, tactical, physical and mental components of preparation;  
  - In consultation with all relevant staff, set measurable targets for each athlete that pertain to constant improvement and peak performance in international competition;  
  - Monitor and review athlete performance, providing timely and appropriate feedback to enhance performance;  
  - Monitor Development squad athlete individual development plans, progress and performance; |
| Coaching/Assistant Coaches | In conjunction with the High Performance Director, establish and assist in recruiting an appropriately experienced and well qualified, coaching staff that will support you to drive ’World Best’ standards and performance:  
- Provide high level coaching expertise, technical and tactical direction as Head Coach to coaches and identified National Senior and Development athletes;  
- Lead the input of Assistant Coaches to ensure that their expertise is provided to athletes within the context of the overall training /competition plan;  
- In collaboration with the Assistant coaches, lead the preparation of athletes to ensure that they are appropriately prepared for selection and elite performance;  
- Create a collaborative coaching environment which elicits optimal input from Assistant and Specialist coaches, the National Training Centre (NTC) network and other program key staff in order to prepare the team for success;  
- In conjunction with the High Performance Director, monitor coaching staff performance plans, and manage Assistant Coaches, in line with HA/AIS policies and practices;  
- Contribute to the enhancement of National coaching standards by presenting at coaching forums & clinics across the National network and clearly communicating and driving national direction collaboratively through the National Development, Youth and NTC programs; |
| Daily Training Environment | Work closely with the High Performance Director and relevant high performance staff, to formulate and lead the overall HA centralised program and daily training environment for senior athletes:  
- Manage a ‘World Best’ daily training environment for athletes (this may include a variety of domestic and international sites at varying times throughout an Olympic cycle including the centralised Perth HPP, SIS/SAS, overseas clubs etc;  
- With the support of the High Performance Director, lead the effective planning and integrated delivery of quality services and resources of the AIS and broader National / International Network to ensure that athletes are prepared to perform including;  
- **Sports Medicine** - Liaise with relevant HA/AIS personnel, and where relevant, SIS/SAS medical services and/or internationally based providers to ensure that athletes are well prepared;  
- **Sports Science** - Effectively plan the utilisation of expertise in all available areas to ensure that athletes are optimally prepared for performance, including but not limited to the areas of Strength & Conditioning, Technical/Performance Analysis and Physiology;  
- **Sports Psychology** – In conjunction with Psychology staff, develop appropriate programs to ensure athletes are equipped to perform well in training and most importantly, at benchmark events;  
- **Personal Excellence Program (PEP)** - Work with PEP to ensure the delivery of a program which ensures that athletes and coaches have access to tailored programs to aspire to personal excellence in for both performance and life outside of /after sport i.e. career development, education and welfare needs; |
| **Competition and Camps** | Identify and manage a well rounded competition and camps program that prepares the Women’s team for success at benchmark competitions:  
- In conjunction with key staff, develop a relevant and comprehensive competition and camps plan that encompasses both development and performance assessment opportunities for senior athletes leading into major selections and benchmark events, with a high percentage of competition played against top 8 opposition teams;  
- On a planned basis and in conjunction with the National Junior and Network coaches, establish opportunities for Developing and Emerging athletes to integrate into the centralised national training environment though regular camps and the Visiting Athlete Agreement program;  
- In conjunction with the National Talent Pathway Manager, facilitate specialist training programs and camps for priority areas such as Goalkeeping, Goal-scoring and Penalty Corner skills;  
- Plan and identify competition opportunities for ‘Australia A’ building depth in the senior talent pool and preparedness for progression into senior ranks;  
- Provide guidance and support to the National Junior Coach in ensuring that the development of the next generation of talent is aligned to senior direction and training protocols; |
| **Research and Innovation** | • Drive a culture and program environment that uses an evidence-based approach to compliment key decision-making and investment, and that encourages innovation;  
• Contribute to the HA Research and Innovation program, presenting ideas and key themes for HA driven applied research and assessment of project proposals from external partners;  
• In conjunction with the High Performance Director, establish and design a performance analysis program that compliments the use of existing and new mediums to enhance, record, measure and track team and opposition performance;  
• Design and manage an international scouting program to ensure readiness and competitive advantage for international competition; |
| **Accountable to:** | • Chief Executive and High Performance Director |
| **Line Management:** | • Reports to the High Performance Director |
| **Direct Reports:** | • Assistant Coaches |
| **Relationships:** | • Operations and Athlete Services Support Staff  
  National Training Centre (NTC) Coaches and National Talent Pathway manager |