

POSITION DESCRIPTION

POSITION TITLE	Performance Pathways Coach
EMPLOYER	Volleyball WA (VWA)
REPORTS TO	Pathways Manager
EMPLOYMENT	Part-time/Full-time
SALARY RANGE	\$75,000 - \$85,000 (pro rata) per annum – 12-month contract
AWARD	Sporting Organisation Award 2022

Position Summary

This newly created role will be a hybrid of administration and active coaching, taking the lead on all technical aspects of Volleyball WA's Performance Pathways Programs. This person will play a key role in developing the Volleyball WA Academy to be launched in 2026, which will serve as the official nationally aligned, state-based performance environment in Western Australia. The Academy will support all the daily training requirements of developmental pathways for talent-identified athletes and coaches in a performance environment.

The purpose of this role is to plan and deliver an annual training and development program focused on the holistic and long-term development of WA athletes and coaches, towards graduation to Developing Volleypoos Programs and Senior National Teams in both beach and indoor volleyball disciplines. The person in this role will be required to manage and support a wide range of athletes and coaches at multiple skill and age levels.

Key Responsibilities

1. Plan and implement a state-wide Academy program in collaboration with the VWA Pathways Manager to identify coaches and athletes (Metro and Regional) with the potential to coach or compete at the elite international level in Beach and Indoor Volleyball.
2. Provide coaching support and coach mentoring to other VWA programs state-wide including Development and Talent Identification Camps (Metro and Regional), State Team Programs and Asian Engagement opportunities, as required.
3. Contribute to coach education seminars and workshops for coaches within VWA's performance pathways network. When viable, participate in Volleyball Australia's performance opportunities for professional development and to share knowledge with the WA community.
4. Coordinate the delivery of coaching athletes in collaboration with the relevant Volleyball WA Coaches and Sports Science/Sports Medicine Staff. Work with the VWA Pathways Manager to establish collaboration when required with the National Performance Pathways Manager, National Performance Director, National Team Coaches, and National Sports Science/Sports Medicine staff.

5. Provide case management to WA athletes and coaches (including Nationally Categorised Athletes) and create individual athlete and coach development plans. Provide information and reports on athlete and coach performance and wellbeing to the VWA Pathways Manager and relevant National Program Staff Members.
6. Play an active role as a Member of the VWA Performance Pathways Committee.
7. Other;
 - Managing data within the Volleyball WA CRM
 - Provide updates and reports to the Line Manager, Management and Board as required.
 - Completion of information for the Volleyball WA Annual Report.
 - Produce case studies as required.
 - Ensure compliance with Volleyball WA policies, processes and procedures.
 - Any other duties as directed by the Line Manager and CEO as required.

Key Performance Indicators

To perform competently in this position the incumbent will be expected to demonstrate capability, skills and experience in the following areas;

Coaching

- Provides timely guidance and written and verbal feedback to help others strengthen specific knowledge or skill areas needed to accomplish a task or solve a problem.
- Clarifies the current situation, expected behaviours, knowledge and level of proficiency.
- Explains and demonstrates by providing instruction, positive models and opportunities for observation to help others develop skills.
- Provides timely and appropriate feedback on performance and reinforcement of effort and progress.
- Establishes good interpersonal relationships; makes people feel valued, appreciated and included.
- Actively pursues continuous professional development opportunities.

Passion for Excellence

- Demonstrates a strong desire to excel at whatever task is at hand, seeking to achieve world class levels of professionalism, technical delivery and quality standards.
- Actively accommodates and implements change initiatives.
- Identifies opportunities for improvement and constructively challenges traditional assumptions and methods.
- Empowers others to achieve excellence.

Communication

- Clearly conveys information and ideas through a variety of media to individuals and groups that helps them to understand and retain the message.
- Organises communication and works to maintain engagement and attention.
- Adjusts communication in line with expectations of both individuals and groups.
- Effective oral and written communication skills.

Work Standards

- Promotes and role models the VWA Values of Inclusivity & Accessibility, Health & Wellbeing, Community, and Respect, and contributes to positive organisational culture and continuous improvement.
- Sets high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks.
- Sets standards for excellence and ensures high quality.
- Takes responsibility and encourages others to take responsibility.

Continuous Learning

- Actively identifies new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job and learning through their application.
- Seeks and uses feedback to identify appropriate areas for learning.
- Identifies and participates in appropriate learning activities to fulfil learning needs.
- Applies knowledge or skill and takes risks in learning.

High Performance Skills

- Demonstrates great judgement and creative approaches to challenge traditional technical and training assumptions and in providing solutions.
- Uses appropriate techniques and communication strategies to gain acceptance of ideas and plans.
- Ability to accurately analyse and translate performance data into meaningful program opportunities and to generate new ideas.
- Sets high goals and establishes stretch goals for personal accomplishment.
- Conveys an image that is consistent with the organisation's values.
- Demonstrates decisiveness and action in the management of issues as they arise.

Qualifications & Experience Required

Essential Qualifications and Experience

- National (Level 3 or higher) and/or international volleyball coaching qualifications
- Valid Working With Children Check
- First Aid Qualification
- Relevant tertiary qualifications or comparable experience
- Coaching experience at a national or international level in beach and/or indoor volleyball and of working with athletes, coaches and performance services in a high-performance environment.
- Experience of working directly in volleyball development programs and communicating with a wide range of audiences including athletes and parents, partner organisations and other external stakeholders.

Desirable Experience

- Achievement of demonstrated success in high performance Volleyball (Beach and/or Indoor) at National and / or International level.
- A working knowledge of Australian and International Volleyball high performance systems.

Application Process

Applications must follow the outline provided below to be considered;

- All applications must include the following;
 - A cover letter that includes addressing your experience of being able to deliver the key responsibilities outlined in the Position Description.
 - Current Curriculum Vitae, including referee details.
- Applications must be submitted via email to pathways@volleyballwa.com.au.
- Applications close Friday 2nd May – late applications will not be accepted.

Queries

If you would like further information regarding this position, please do not hesitate to contact;

Jackie Tamburri – Pathways Manager, Volleyball WA or Robyn Kuhl – CEO Volleyball WA

Emails: pathways@volleyballwa.com.au and / or kuhl@volleyballwa.com.au

Telephone: (08) 9228 8522