

## Position Description

### SECTION 1

**POSITION TITLE:** WAFC Colts Coach

**TYPE of EMPLOYMENT:** Contract – Part Time

**KEY FOCUS OF THE ORGANISATION** (WAFC Vision):

To lead and engage all West Australians through a positive experience with Australian Rules Football.

**KEY FOCUS OF THIS POSITION** (Why this job exists):

To coach and oversee the coaching program for the WAFL Colts at one of the 9 WAFL Clubs

### POSITION OBJECTIVES:

General;

- Lead and positively influence all WAFL pathway coaches, community coaches, football staff and players
- Enhance the relationship between WAFL clubs, the WA State Academy, community football clubs and the broader football community

WAFL Colts;

- To select the most talented developing players available i.e. players who demonstrate the most distinct attributes to progress into WAFL senior football and / or AFL football
- To create a best practise, high performance program which drives players and staff to perform at their maximum capability on a consistent basis.
- To create an environment which focuses on a player first mentality and player development

Development Teams;

- Play a key role in mentoring and supporting the year 9 development squad coach.

Coach Education;

- To provide support, input and advice to WAFC coach development staff in the education and development of WAFL pathway coaches and more broadly community coaches.

### REPORTING RELATIONSHIPS

POSITION REPORTS TO:	DEPARTMENT / BUSINESS UNIT:	DIRECT REPORTS:
<i>WAFC State 18's Coach Coordinator</i>	<i>Talent</i>	

**AUTHORITY LEVELS** (Decisions and Recommendations expected):

Delegated to Authority Level, as outlined in the Financial Delegations Policy.

**SECTION 2**

**KEY RESULT AREAS (KRA) / KEY PERFORMANCE INDICATORS (KPI'S)**

<b>KRA'S - WHAT is PERFORMED</b>	<b>KPI'S - HOW it WILL BE ACHIEVED – to WHAT STANDARD, TIME-FRAME, or for WHO</b>
<b>THE CLUB</b>	<ul style="list-style-type: none"> <li>▪ Work in collaboration with WAFL club staff, directors and volunteers at all times to deliver mutually beneficial outcomes and in line with agreed objectives</li> <li>▪ Act at all times as an ambassador of the WAFL club and the WAFC</li> </ul>
<b>PLANNING &amp; IMPLEMENTING TRAINING</b>	<ul style="list-style-type: none"> <li>▪ Preparation, communication &amp; implementation of a training plan which is appropriate for this stage of the player pathway</li> <li>▪ Ensure the program reflects an appropriate balance between skill, game plan &amp; individual development as guided by WAFC staff</li> <li>• Ensure appropriate planning has taken place with the Athlete Development Manager around the periodisation of the training program and managing player work loads</li> <li>▪ Evidence the program caters for individual differences and varying player workloads as well as encouraging the physical development of players through the strength and conditioning coaches and programs</li> <li>▪ Ensure the team has an appropriate review process that caters for the team and each individual with use of vision, written and verbal feedback</li> <li>▪ Regular communication with State Talent Manager and WAFC Coach Coordinator on training and program operations.</li> <li>▪ Ensure clear alignment and compliance with WAFC Minimum Standards and AFL Benchmarking Documents.</li> </ul>
<b>MATCH DAY OPERATIONS/FUNCTIONS</b>	<ul style="list-style-type: none"> <li>▪ Team strategies/rules prepared, communicated &amp; implemented</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Communicate effectively &amp; educationally on match day to maximise player development</li> <li>▪ Ensure appropriate roles/structures in place to coach effectively</li> </ul>
<b>HUMAN RESOURCE MANAGEMENT</b>	<ul style="list-style-type: none"> <li>▪ Assist Talent Manager in the recruitment of professional staff that will contribute positively to the program</li> <li>▪ Encouragement of staff integration &amp; development</li> <li>▪ Demonstrate leadership/feedback to all coaches relevant to their roles (this will include not being at colts training for certain sessions in order to personally support / mentor other pathway coaches).</li> <li>▪ Create a fun and enjoyable working environment for all players and staff</li> </ul>
<b>INFORMATION COMMUNICATION AND MANAGEMENT</b>	<ul style="list-style-type: none"> <li>▪ Provision of accurate &amp; timely feedback (verbal, written, visual) to all players/staff via web based tools</li> <li>▪ Appropriate instructions to players at training, pre, during and post-match</li> <li>▪ Work in a collaborative manner with all Talent Managers and academy staff in the formulation and delivery of the program.</li> </ul>
<b>TALENT IDENTIFICATION / SELECTION</b>	<ul style="list-style-type: none"> <li>▪ Liaise regularly with all WAFL Coaches &amp; Staff on matters of selection &amp; talent identification</li> <li>▪ Understand that selection decisions may need to be based around showcasing the most talented players to AFL Clubs and state selectors</li> <li>▪ Understand the Talent Manager will have final say on selection matters if mutual decisions cannot be made</li> </ul>
<b>PUBLIC RELATIONS</b>	<ul style="list-style-type: none"> <li>▪ Attend all meetings as required under the direction of the WAFC Coach Coordinator</li> <li>▪ Provide regular information to parents / players on an on-going basis on their performance, development and future directions</li> <li>▪ Present coach education seminars and support community coach education programs when required</li> <li>▪ To adhere to the WAFC media policy when dealing with media (refer to WAFC Media Policy Document)</li> <li>▪ Build strong, sustainable and respectful relationships with all stakeholders</li> </ul>
<b>PLAYER IDP's</b>	<ul style="list-style-type: none"> <li>▪ Review and update the Player Individual Development Plans document annually based on coded vision, statistics and athletic testing data</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Meet with each player formally three times per year to discuss and update player Individual Development Plans</li> <li>▪ Implement strategies to develop player's Key Focus Area's at training and in games.</li> </ul>
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<p><b>REVIEW OF THIS POSITION WILL BE ASSESSED PRIMARILY ON THE FOLLOWING;</b></p> <ul style="list-style-type: none"> <li>➤ The WAFL Colts playing group performing at their maximum capability on a consistent basis, with a specific focus on the coach; <ul style="list-style-type: none"> <li>▪ Developing and implementing a consistent game plan that is aligned with WAFC and AFL expectations</li> <li>▪ Driving elite standards for the program</li> <li>▪ Emphasising player effort</li> <li>▪ Moulding the team to play team oriented football</li> <li>▪ Creating a fun and enjoyable environment for players and staff</li> </ul> </li> <li>➤ Development of the players throughout the program <ul style="list-style-type: none"> <li>▪ Strong emphasis on skill/technical development as well as development catered for the individual at training</li> <li>▪ Manage individual and team review sessions with the use of vision, stats and verbal feedback (coding of all games by the colts coach for all individuals and the team will be a requirement)</li> <li>▪ Delivering player Individual Development Plans during and at the conclusion of the program based on evidence from coded vision and statistics</li> <li>▪ Enforce the strength and conditioning component of the program to enhance player's physical development</li> </ul> </li> </ul>	
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<p><b>SECTION 3</b></p> <p><b>COMPETENCIES REQUIRED FOR THIS POSITION:</b></p>	
<p><b>1. Technical Knowledge</b> General knowledge of the football industry and the various stakeholders.</p>	<p><b>6. Initiative</b> Taking independent action to positively influence events without receiving direct instructions whilst remaining in the limits of defined accountabilities.</p>
<p><b>2. Computer literate</b> Advanced knowledge of Sportscodel, Smartabase, HUDL, Access, Word, Excel, Explorer, Outlook and PowerPoint.</p>	<p><b>7. Planning and Organising</b> Ability to organise and prioritise a course of action for self and to accomplish goals.</p>

<p><b>3. Effective Communication</b> Ability to clearly convey information and ideas through a variety of media, including presentations at meetings, in a manner that engages the audience and ensures comprehension of the message.</p>	<p><b>8. Analytical Power</b> Ability to identify priorities, issues and potential problems by integrating information from different sources and drawing logical inferences and valid interpretations from the data.</p>
<p><b>4. Client/Stakeholder Focus</b> Ensuring stakeholders and clients are always properly serviced.</p>	<p><b>9. Judgement</b> Ability to make carefully weighted decisions and take actions based on the information available, taking situational constraints into account.</p>
<p><b>5. Teamwork</b> Willingness to contribute to the team and to work effectively and cooperatively with other team members, in order to achieve team and organisational goals.</p>	<p><b>10. Problem Solving</b> Ability to recognise a problem, identify possible causes, generate alternative solutions and select the most appropriate course of action giving full consideration to all factors.</p>

<p><b>EXPERIENCE REQUIRED TO UNDERTAKE THE POSITION:</b> (Essential or Desirable)</p> <ul style="list-style-type: none"> <li>• Minimum Level 2 coach accreditation (E)</li> <li>• Demonstrated knowledge, involvement and understanding of talent development programs (E)</li> <li>• Demonstrated leadership skills (E)</li> <li>• Highly developed verbal and written communication skills (E)</li> <li>• Mentor/teaching skills that develop trust and respect (E)</li> <li>• Demonstrated ability to formulate and communicate sequential training and game plans (E)</li> <li>• Demonstrated ability to develop high levels of team unity (E)</li> <li>• Demonstrated ability to inspire individuals and teams in the pursuit of individual and team achievement (E)</li> <li>• Demonstrated working knowledge of video editing programs (D)</li> <li>• WAFL or WAAFL coaching experience (D)</li> </ul>
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