



## Position Description

### ASSISTANT COACH – LES FONG 16's

<b>POSITION TITLE:</b>	Assistant Coach – Les Fong 16's
<b>POSITION HOLDER'S NAME:</b>	Vacant
<b>COMMENCEMENT DATE:</b>	27 <sup>th</sup> November 2017
<b>EXPECTED DATE TO CEASE POSITION:</b>	30 <sup>th</sup> October 2018

#### **KEY FOCUS OF THE ORGANISATION (Mission)**

The West Perth Football Club is committed to maximising the potential of every footballer within our football club by providing football education, life skills, and welfare.

We aim to maximise the potential of every player, coach, volunteer, support staff and administrator and deliver unique benefits to our members, supporters, sponsors and the local community.

The West Perth Football Club will foster an environment where everyone involved in the club can achieve their goals and perform at their best.

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

- Assist the head coach in overseeing the coaching program for the WPFC Les Fong 16's Program
- Assist in providing long term senior players for the West Perth Football Club
- Create an elite environment that is conducive to both learning and enjoyment
  - Emphasizes individual player development rather than team success
  - Emphasizes individual contribution as an essential component in a team environment
  - Considers the players' long term participation in football at a variety of levels
  - Promotes a balanced approach to the players' life styles
- Contribute to the development of skills, physical attributes, football knowledge & personal growth of all players
- Establish, implement and coordinate appropriate training programs that maximises the development of all players
- To achieve their potential, players are to be coached in such a way that develops:
  - The skills, physical attributes and football knowledge
  - Personal characteristics and self-esteem of each player
- Lead and influence all support staff in a positive manner
- Embrace the West Perth FC philosophy of developing our District
- Understand and consider West Perth FC Country regions (Eastern Districts and Central Wheatbelt) and ensure the logistics and player welfare, given the large distances, are taken into account when dealing with country player welfare.
- Understand and consider cultural backgrounds when making decisions that may affect player performance; given the sacrifices players make living away from home.
- Develop players to give them the best chance of getting drafted/playing State 16's-18's.
- WAFL 16's and Year 10's;
  - 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



REPORTING RELATIONSHIPS		
THIS POSITION REPORTS TO THE FOLLOWING POSITION:	THIS POSITION REPORTS TO THE FOLLOWING BUSINESS UNIT:	THIS POSITION HAS THE FOLLOWING DIRECT REPORTS:
Talent Manager	W AFC Talent Department	Players
Coaching & Development Coordinator	Football Department	Assistant Coaches
WPFC Les Fong 16's Head Coach	Talent Advisory Committee	Program/Club support staff

AUTHORITY LEVELS (Decisions and Recommendations expected)
<ul style="list-style-type: none"> <li>• Recruiting – all suggestions and recommendations to be referred to Talent Advisory Committee before any contact is made directly with players not already contracted/zoned to WP</li> <li>• Medical – the final decision on whether a player is fit to play will be made by the club medical staff</li> <li>• Development – all suggestions and recommendations to be referred to Talent Advisory Committee</li> <li>• Support Staff – all suggestions and recommendations to be referred to Talent Advisory Committee</li> </ul>

<i>The following KRAs are seen as crucial to the performance of the role but by no means intended to be all inclusive</i>	
KEY RESULT AREAS (KRA) (What is performed and Why)	PERFORMANCE INDICATORS (How will you know you achieved your KRA)
<b>TIME REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• Attendance of 2-3 training sessions a week to be negotiated with Talent Manager and Head Coach. (approx. 6 hrs/week)</li> <li>• Required to attend WAFL 16's matches with all duties for pre match and post-match review as negotiated with Talent Manager and Head Coach (approx. 4 hrs/ week)</li> </ul>
<b>PLANNING &amp; IMPLEMENTING TRAINING</b>	<ul style="list-style-type: none"> <li>• Assist with 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>• Assist with developing a program that 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> </ul>
<b>MATCH DAY OPERATIONS/FUNCTIONS</b>	<ul style="list-style-type: none"> <li>• To have sound knowledge of all match day strategies, which will be in accordance with the West Perth FC philosophies and objectives</li> <li>• Understand the team strategies &amp; rules to be communicated and implemented</li> <li>• WAFL 16's competition rules, game style and guidelines to be adhered to consistently</li> </ul>



	<ul style="list-style-type: none"> <li>• Communicate effectively on match day to maximise player development</li> <li>• Work appropriately within roles/structures set in place to coach effectively</li> <li>• Liaise with Head Coach, Coach Coordinator and Talent Manager on player performances, player review meetings and Individual Development Plans (IDPs)</li> </ul>
<b>HUMAN RESOURCE MANAGEMENT</b>	<ul style="list-style-type: none"> <li>• Assist in the recruitment of professional staff that will contribute positively to the program</li> <li>• Encourage staff integration and development</li> <li>• Demonstrate leadership to all players at West Perth FC</li> <li>• Provide appropriate feedback to all coaches and players in the development programs.</li> </ul>
<b>INFORMATION COMMUNICATION AND MANAGEMENT</b>	<ul style="list-style-type: none"> <li>• Provision of accurate and timely feedback (verbal, written, visual) to all players, (IDPs).</li> <li>• Give appropriate instructions to players at training, pre, during and post-match</li> <li>• Provide post game and post-carnival player reviews including ratings, strengths and areas for improvements.</li> <li>• Work in a collaborative manner with all stakeholders in the formulation and delivery of the program</li> <li>• Contribute to the ongoing review of all football related processes and structures.</li> </ul>
<b>TALENT IDENTIFICATION / SELECTION</b>	<ul style="list-style-type: none"> <li>• Be involved with the process and structure to help manage the selection process</li> <li>• Liaise and attend meetings with selectors on matters of team and squad selection</li> <li>• Understand that selection decisions may need to be based around showcasing the most talented players to talent scouts and state selectors</li> <li>• Understand the Talent Manager will have final say on selection matters if mutual decisions cannot be made</li> <li>• Play an active role in Talent ID of community and school footballers</li> </ul>
<b>PUBLIC RELATIONS</b>	<ul style="list-style-type: none"> <li>• Attend (agreed to) meetings / functions requested by the Talent Manager relating to the West Perth FC</li> <li>• Provide information and support to players on an on-going basis regarding their welfare and personal development</li> <li>• Present at the 2018 West Perth District Level 1 coaching course</li> <li>• Be involved in the Falcons Coaching Academy as required.</li> <li>• All media commitments must be presented in accordance with the West Perth FC and WAFC media and communication policies and procedures</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> <li>• Meet with each player formally three times per carnival to discuss and update player Individual Development Plans</li> </ul>



**REVIEW OF THIS POSITION WILL BE ASSESSED PRIMARILY ON THE FOLLOWING;**

The WAFL 16's playing group performing at their maximum capability on a consistent basis, with a specific focus on the coach;

- Developing and implementing a consistent game plan that is aligned with WAFC and AFL expectations
- Driving elite standards for the program
- Emphasising player effort
- Moulding the team to play team oriented football
- Creating a fun and enjoyable environment for players and staff

Development of the players throughout the program

- Strong emphasis on skill/technical development as well as development catered for the individual at training
- 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)
- Delivering player Individual Development Plans during and at the conclusion of the program based on evidence from coded vision and statistics
- Enforce the strength and conditioning component of the program to enhance player's physical development

**COMPETENCIES REQUIRED FOR THIS POSITION:**

<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> Knowledge of Sportscode, 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>



## EXPERIENCE REQUIRED TO UNDERTAKE THE POSITION: (Required or Desirable)

### REQUIRED:

- WAFL or WAAFL Coaching Experience (or similar)
- Minimum Level 2 AFL coach accreditation
- Working with Children Check
- Demonstrated knowledge, involvement and understanding of talent development programs
- Demonstrated leadership skills
- Highly developed verbal and written communication skills
- Mentor / teaching skills that develop trust and respect
- Demonstrated ability to formulate and communicate sequential training and game plans
- Demonstrated ability to identify and nurture youth talent
- Demonstrated ability to develop high levels of team unity
- Demonstrated ability to inspire individuals and teams in the pursuit of individual and team achievement

### DESIRABLE

- Desire to obtain knowledge of vision editing programs for player feedback
- Previous coaching experience within the WA player performance pathway
- Working towards a Level 2/3 AFL Coaching accreditation

## CONFIDENTIALITY

The Employee represents and warrants that he will not either during the Employment or at any time thereafter, except in the proper course of his duties under this Agreement or as required by law or by the Company, use or disclose to any person any Confidential Information, and will use his best endeavours to prevent the unauthorised use or disclosure of any Confidential Information by third parties.

