



SFC Position Description

SECTION 1

POSITION TITLE: TALENT MANAGER

TYPE of EMPLOYMENT: Full Time

KEY FOCUS OF THE ORGANISATION

The Subiaco Football Club exists to create benefits for our community by building strong networks between people associated with the club and by succeeding on and off the field.

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

1. To play a key role in the development of a best practice talent identification and player development systems
2. To provide players within the WA talent pathway with the best possible opportunity to develop as people and as players
3. To lead the ongoing deep connection between Subiaco zoned clubs and talented players and coaches within that zone
4. Develop close relationships with pathway coaches, support staff and volunteers.

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	DEPARTMENT / BUSINESS UNIT:	DIRECT REPORTS:
<i>GM Football Operations</i>	<i>Football Operations</i>	<i>Talent Pathway coaches, support staff and volunteers</i>

SECTION 2	
KEY RESULT AREAS (KRA) / KEY PERFORMANCE INDICATORS (KPI'S)	
KRA'S - WHAT is PERFORMED	KPI'S - HOW it WILL BE ACHIEVED – to WHAT STANDARD, TIME-FRAME, or for WHO
CORE BUSINESS	
THE CLUB	<ul style="list-style-type: none"> • Work in collaboration with Subiaco FC staff, directors and volunteers at all times to deliver mutually beneficial outcomes and in line with agreed objectives. • Act at all times as an ambassador of the WAFL club and the WAFC
STRATEGY & PLANNING	<ul style="list-style-type: none"> • Develop and deliver the strategic plan for the WA talent pathway, in the context of a national agenda. • Ensure that the integrity and brand of the WA talent pathway is maintained at all times. • Ensure clear alignment and compliance with WAFC Minimum Standards and AFL Benchmarking Document & Core Curriculum
WA PLAYER PATHWAY	<ul style="list-style-type: none"> • Oversee the delivery of best practice program delivery within the WAFL club environment • Ensure alignment with WAFC and AFL expectations in regards to program content, program quality and program philosophy. • Ensure access for regionally based players is always a focus, maintains a strong sense of flexibility and is premised on equality of opportunity.
WAFL ACADEMY PROGRAMS	<ul style="list-style-type: none"> • Oversee the planning and delivery of the WAFL club talent program. • Ensure that the talent identification framework captures all possible players with the necessary attributes. • Maintain strong relationships with the AFL and other relevant stakeholders to ensure that the WAFL club program is of the highest

	standard and aligned with national expectations.
TALENT IDENTIFICATION	<ul style="list-style-type: none"> • Oversee the development and implementation of a talent identification framework that ensures all talented players are identified and provided with the appropriate level of support (metro & regional). • Oversee the development and implementation of a specific strategy that identifies new talent to our game (CALD communities, athletes from other sports) and engages those who demonstrate talent.
AFL	<ul style="list-style-type: none"> • Ensure appropriate levels of support and alignment with AFL activities such as AFL / AIS Academy, National Combine, State Screening, GPS units. • Ensure accountability with the AFL's investment into the WA talent pathway.
STAKEHOLDER RELATIONSHIPS	<ul style="list-style-type: none"> • Develop and foster healthy, respectful partnerships with the following key stakeholders: <ul style="list-style-type: none"> ▪ WAFL President, board members, CEO, Football Operations Manager and Senior Coach ▪ Mass media outlets; ▪ AFL talent and coaching departments; ▪ AFL club recruiting managers and staff; ▪ District Football Development Council and district clubs ▪ Parents and families of players
LEADERSHIP & MANAGEMENT	
STAKEHOLDER RELATIONSHIPS	<ul style="list-style-type: none"> • Develop and foster positive relationships with key stakeholder groups; • Lead the development of SFC's talent development program, and in particular the development of a high performance culture within each club.
WAFC	<ul style="list-style-type: none"> • Work closely with the WAFC Talent and Academy key staff in order to drive the talent agenda and ongoing education of the WAFC management team on talent issues.

VOLUNTEER STAFF	<ul style="list-style-type: none"> • Provide leadership and management support to key volunteer staff.

SECTION 3	
COMPETENCIES REQUIRED FOR THIS POSITION:	
1. Technical Knowledge General knowledge of the football industry and the various stakeholders.	6. Initiative Taking independent action to positively influence events without receiving direct instructions whilst remaining in the limits of defined accountabilities.
2. Computer literate Advanced knowledge of Access, Word, Excel, Explorer, Outlook and PowerPoint.	7. Planning and Organising Ability to organise and prioritise a course of action for self and to accomplish goals.
3. Effective Communication Ability to clearly convey information and ideas through a variety of media, in a manner that engages the audience and ensures comprehension of the message.	8. Analytical Power Ability to identify priorities, issues and potential problems by integrating information from different sources and drawing logical inferences and valid interpretations from the data.
4. Client/Stakeholder Focus Ensuring stakeholders and clients are always properly serviced.	9. Judgement Ability to make carefully weighted decisions and take actions based on the information available, taking situational constraints into account.
5. Teamwork Willingness to contribute to the team and to work effectively and cooperatively with other team members, in order to achieve team and organisational goals.	10. Problem Solving 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 (including potential conflict resolution scenario's with parents and stakeholders).

EXPERIENCE REQUIRED TO UNDERTAKE THE POSITION: (Essential or Desirable) <ul style="list-style-type: none"> • Excellent written and verbal communication skills (E) • Excellent interpersonal, teamwork and relationship building skills (E) • Outstanding stakeholder management skills (E) • Demonstrated ability to manage operations in a timely, organised and professional manner (E) • High level strategic thinking acumen (E) • Demonstrated leadership capability (E) • Extensive understanding of WA Football structure and the issues involved in the talent pathway (E) • Ability to work outside of normal working hours (E) • Experience in working with a range of stakeholder groups (E) • Tertiary qualification or equivalent experience in sports management or education (D)
