



SYDNEY SWANS
ACADEMY



North Coast Academy of Sport

2021-22 AFLW Talent ID Program

STAFF APPLICATION PACK

About the Academy

Established in 1989, the North Coast Academy of Sport aims to assist young athletes from the region to achieve sporting excellence. The Academy is a non-profit organisation covering the NSW coastal region extending from Laurieton to Tweed Heads. Programs in numerous sports are offered, with the Academy working closely with the relevant state and regional sporting associations.

North Coast Academy of Sport (NCAS) is one of eleven regional academies throughout NSW. Supported by NSW Government - Office of Sport and Southern Cross University, NCAS undertakes the identification and development of talented junior AFLW athletes on the North Coast of NSW.

About the AFL Program

The Academy's AFL Program was established in 2016 with the major aim being to assist the individual development of each athlete so that they progress further in the sport.

NCAS, AFL North Coast and Sydney Swan Academy have worked closely to develop this program with the aim to assist our athletes towards the next step in their AFLW careers. The program will include squads of U14 and U16 female athletes in combined sessions within the North Coast. These sessions focus on skills and fitness development, culminating in the Academy Cup, a 12-a-side tournament, co-hosted by the Regional Academies of Sport and Sydney Swans Academy.

The program will provide coaching, training, and competition to improve athlete development with a view to:

- Develop the fundamental skill level of athletes as well as providing education and personal development opportunities, which will enhance their opportunities for selection in NSW Junior Teams;
- Prepare athletes to a level where their transition to Sydney Swans Academy is seamless in terms of programs or pathways;
- Increase the level of success of those athletes at competition and events in Female AFL competition nationwide;
- Provide coach development opportunities for Academy coaches and other suitable support personnel in the region.

Staff Structure

The staffing structure may include:

- Head Coach/es
- Development/Skills Coach
- Mentor Coach
- Manager

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- Strength & Conditioning Coach – ACE Performance

Program Structure

The AFL program involves activities which will consist of:

- Trial Day
- Induction Presentation Day
- NCAS Athlete Education Program
- Approx. 18-20 hours Training Sessions: program calendar to be shaped by appointed Head Coach, NCAS staff and AFL North Coast
- Academy Cup 2022 – March/April 2022
- Training Sessions: based at CHEC campus Coffs Harbour

Program Dates, Times and Activities

The AFLW 2021-22 program will follow the following schedule: 6 x Combined Sessions where all athletes and coaches will meet centrally (Coffs Harbour), culminating in the Academy Cup.

Camp	Dates	Times	Venue
Trials TBC	27 th & 28 th September 2021	TBC	AFL NC Carnival - TBC
Session 1	23 rd October 2021	9am – 12pm	SCU, Coffs Harbour
Session 2	13 th November 2021	9am – 12pm	SCU, Coffs Harbour
Session 3	11 th December 2021	9am – 12pm	SCU, Coffs Harbour
Session 4	22 nd January 2022	9am – 12pm	SCU, Coffs Harbour
NCAS Education Day	13 th February 2022	9am – 3pm	SCU, Coffs Harbour
Session 5	26 th February 2022	9am – 12pm	SCU, Coffs Harbour
Session 6	26 th March 2022	9am – 12pm	SCU, Coffs Harbour
Academy Cup	March/April 2022	2 Days	TBC
NCAS Academy Awards	May 2022	TBC	Coffs Harbour

Further Enquiries

For further information, please contact the NCAS office via programs@ncas.org.au.

Yours sincerely,



Claire McCulloch

Sport Programs Manager

North Coast Academy of Sport

North Coast Academy of Sport

POSITION DESCRIPTION



2021 AFLW Program Head Coach

Duties of the position

1. In consultation with the other AFLW program staff and Academy representatives, plan, develop and co-ordinate a quality regional program for talented junior athletes under the principle of the Academy's STEP guidelines.
2. Set and monitor daily coaching plans for camps.
3. Attend all program activities.
4. Supervise, instruct and evaluate athletes in the program.
5. Liaise with specialist consultants and guest coaches as required.
6. Manage a small staff team. This includes the supervision and direction of staff at program activities, assisting with the professional development of and the annual evaluation of staff.
7. Provide reports in writing or verbally on program activities suitable for annual reports, newsletter, camp reports and academy awards etc.
8. **Dependent on selected squad demographics there may be scope for collaborative roles with two Head Coaches of dual training centres (e.g., Coffs Harbour and Port Macquarie) to ensure consistency in program planning and delivery. Alternatively, there is scope for a Head Coach to take on a Coordinating role to oversee program planning and delivery across the whole region.**

Qualifications, Experience and Selection Criteria

Highly desirable

1. Current Level 1 Coaching Accreditation or higher, with aspirations to complete level 2
2. Current First aid certificate
3. Demonstrated recent experience coaching AFL teams at representative level will be favourably considered
4. Demonstrated AFL program planning and monitoring skills
5. Demonstrated leadership skills including staff leadership and professional development skills
6. Media, PR and sponsor servicing skills
7. An understanding of the application of sports science to talent development programs
8. A sound understanding of the pathways available within the sport and how this relates to programs such as NCAS
9. Highly developed communication skills
10. Computer skills, including email
11. Good organisational skills
12. Willingness to build a strong team culture
13. Reliable and available weekends and committed to attending all Academy events.

Mandatory Requirements

All Academy program staff are obliged to hold;

- A valid NSW Working with Children Check.

- Completed the following Play by the Rules courses;
<https://www.playbytherules.net.au/>
 - Child Protection
 - Harassment and Discrimination
 - Inclusive Coaching
 - Complaint Handling
- Completed the Sport Integrity Australia – Level 1 Anti-Doping course
<https://elearning.sportintegrity.gov.au/>

Certificates of completion must be provided with your application.

Remuneration

An annual honorarium will be paid to the coach at the completion of the program, once they have been assessed by the NCAS Executive Director as fulfilling their commitment to the program. This amount is to help reimburse you for all incidental expenses such as fuel, phone calls, stationery, and similar incidental expenses that you have incurred in the competition of your duties. No further claim for reimbursement of expenses can be claimed. Further information can be provided by the NCAS office upon enquiry.

Professional Development Support

All coaches and managers are allocated \$200 per year to assist with any professional development expenses you have throughout the year.

Communications

1. The head coach will be required to communicate effectively with all program staff and athletes to ensure the smooth running of the program. They are ultimately accountable to the Academy's Program Management Committee for the overall success of the program.
2. The head coach will liaise with the Academy's Executive Director and Sports Program Manager as required on matters related to the ongoing co-ordination of the program.
3. The head coach will from time to time be required to represent the Academy for media interviews or special events such as Academy awards, meetings etc.

Term

The Head Coach position will be contracted for one program term. Under the discretion on the Sports Management Committee the head coach may be offered a program extension.

North Coast Academy of Sport

POSITION DESCRIPTION



2021 AFLW Program Development/Skills Coach

Duties of the position

1. In consultation with the other AFLW program staff and Academy representatives, plan, develop and conduct a regional program for talented junior athletes under the principle of the Academy's STEP guidelines
2. Attend all program activities
3. Supervise, instruct and evaluate athletes in the program
4. Liaise with specialist consultants and guest coaches

Qualifications, Experience and Selection Criteria

Highly desirable

1. Current Level 1 Coaching Accreditation, with aspirations to complete Level 2
2. Coaching experience at club level or higher level at the targeted age group.
3. Current First aid certificate
4. Demonstrated AFL program planning and monitoring skills
5. An understanding of the application of sports science to talent development programs
6. A sound understanding of the pathways available within the sport and how this relates to programs such as NCAS
7. Highly developed communication skills
8. Experience working effectively within a small team
9. Good organisational skills
10. Demonstrate skills required to be on athlete selection panels
11. Confidentiality
12. Reliable, available weekends and committed to attending Academy events

Mandatory Requirements

All Academy program staff are obliged to hold;

- A valid NSW Working with Children Check.
- Completed the following Play by the Rules courses;
<https://www.playbytherules.net.au/>
 - Child Protection
 - Harassment and Discrimination
 - Inclusive Coaching
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- Completed the Sport Integrity Australia – Level 1 Anti-Doping course
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Certificates of completion must be provided with your application.

Remuneration

An annual honorarium will be paid to the coach at the completion of the program, once they have been assessed by the NCAS Executive Director as fulfilling their commitment to the program.

This amount is to help reimburse you for all incidental expenses such as fuel, phone calls, stationery, and similar incidental expenses that you have incurred in the competition of your duties. No further claim for reimbursement of expenses can be claimed. Further information can be provided by the NCAS office upon enquiry.

Professional Development Support

All coaches and managers are allocated \$200 per year to assist with any professional development expenses you have throughout the year.

Term

Assistant coaches are contracted for one program term. Under the discretion of the Sports Management Committee the development/skills coach may be offered a program extension.

Communications

Assistant Coaches will be required to communicate effectively with other program staff to support the success of the program. All program staff primarily report to the program's Head Coach. The coach may also liaise with the Academy's Sport Programs Manager from time to time. The coach is ultimately accountable to the Academy's Program Management Committee.