



North Coast Academy of Sport NETBALL PROGRAM STAFF APPLICATIONS 2023

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 a 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.

About the Netball Program

The Academy Netball program was established in 1990 and a major aim of the program is to assist the individual development of each athlete so that they progress further in the sport. The program is supported and endorsed by Netball NSW and will commence in November 2022 and run to September 2023. The program has an emphasis on providing greater skills development, strength and conditioning support and physical preparation leading to the U17 State Selection Trials in October/November 2023. While the program focus is on the individual athletes, the Academy and Netball NSW work together closely to provide the coaching staff varied opportunities in coach and manager development.

The selected squad of 24 athletes & 6-10 umpire athletes will be announced following NCAS trials on 16th October 2022.

Staffing Structure May Include

- 2 x Head Coaches – 1 x athlete's & 1 x umpire's
- 1 Assistant Coach
- Manager
- 1-4 Apprentice Coaches
- Consultant Coaches may be brought in for individual sessions

Program Structure

The program involves 15-17 days of activities which includes several training days as well as two tours; the Your Local Club Academy Games held at Wagga Wagga 21-23rd April 2023 and the Academy Challenge Netball Tournament in Port Macquarie, 23-25th September 2023; and Netball NSW Academy Camp held 11-12th March 2023.

NCAS Netball training dates

Please note the program below is an indicative guide only and may change. Specific dates will be confirmed with Netball NSW shortly. NCAS dates are scheduled to avoid, where possible, major North Coast, Far North Coast and Netball NSW dates.

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Event	Dates	Venue
Trials	16-Oct-22	Sportz Central, Coffs Harbour
Induction & Education Day	12-Nov-22	SCU, Coffs Harbour
Training Session 1	13-Nov-22	Coffs Harbour TBC
Training Session 2	12-Feb-23	Grafton PCYC
Academy Camp	11-12-Mar-23	Netball Central, Sydney Olympic Park
Training Session 3	26-Mar-23	Sportz Central, Coffs Harbour
Training Session 4	16-Apr-23	Grafton PCYC
Academy Games	21-23-Apr-23	Wagga Wagga
Block 2 – Academy Program Break	May – July 23	
Training Session 5	13-Aug-23	Sportz Central, Coffs Harbour
Training Session 6	27-Aug-23	Grafton PCYC
Training Session 7	10-Sep-23	Sportz Central, Coffs Harbour
Academy Challenge	23-25-Sep-22	Port Macquarie Indoor Stadium
NCAS Academy Awards	7-Oct-23	Coffs Harbour

To Apply

Applications and coaching position descriptions for the 2023 Netball Program are available via the NCAS website – www.ncas.org.au/sport-programs/netball/

Applications close 16th September 2022.

To contact the NCAS please phone 0448 899 681 or email programs@ncas.org.au.

On behalf NCAS, I extend my thanks to the coaches and managers who apply for a position in the program in the hope of gaining a new and rewarding experience.

Thank You and Best Wishes,



Claire McCulloch

Sport Programs Manager
North Coast Academy of Sport

North Coast Academy of Sport

POSITION DESCRIPTION



Netball Program Head Coach

Responsible to: NCAS Executive Director and Sport Programs Manager

Duties, Roles, and Responsibilities of this position

1. In consultation with the other netball program staff, Netball NSW and Academy representative, plan, develop and co-ordinate the delivery of a high-quality regional program for talented junior athletes under the principle of the Academy's guidelines.
2. Conduct the selection process and make squad selections in consultation with the Academy and Netball NSW.
3. Manage a small staff team. This includes the supervision, mentorship, and direction of staff at program activities and the annual evaluation of staff. Assistant Coaches, Managers and consultants will report to the Head Coaches.
4. Attend all program activities including training sessions and tournaments. Must be available to attend NCAS Trials, NCAS Induction & Education Day, Academy Camp, Academy Games and Academy Challenge Netball Tournament.
5. Supervise, instruct and evaluate athletes in the program
6. Liaise with specialist consultants and guest coaches, Netball NSW and the NCAS office as required.
7. Provide reports in writing or verbally on program activities suitable for annual reports, newsletter, Academy Awards etc.
8. From time to time the Head Coach may have indirect relationships with coaches of other NCAS sport programs. NCAS encourages these informal relationships as development opportunities.

Qualifications, Experience and Selection Criteria

Highly desirable

1. Current Intermediate Coaching Accreditation or higher
2. Minimum of five years coaching experience at or above targeted age group (15-16 yrs.)
3. Current First aid certificate
4. Demonstrated recent experience coaching netball teams at representative level
5. Demonstrated netball program planning and monitoring skills
6. Demonstrated leadership skills including staff leadership skills
7. Media, PR and sponsor servicing skills
8. An understanding of the application of sports science to junior talent development programs
9. A thorough sound understanding of the pathways available within the sport and how this relates to programs such as NCAS
10. Highly developed communication and reporting skills
11. Good organisational skills
12. Willingness to build a strong team culture

Remuneration

An annual honorarium will be paid to the Head 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 the coach for all incidental expenses they have incurred in the

competition of their duties as Head Coach e.g., fuel, phone calls, etc. There is no further claim for reimbursement of expenses. Further information can be provided by the NCAS office upon enquiry.

Coach Development Support

All coaches and managers are supported by the Academy's Coach Development Program. In 2023 all Head Coaches will have an automatic invite to the RASi Coaches Conference on the Central Coast. Travel, meals and accommodation expenses will be covered by NCAS. Other opportunities will be confirmed throughout the program year.

You will be allocated \$200 per year to assist with any professional development expenses you have throughout the program year. Please contact the NCAS Office if you have a professional development opportunity to which you would like to allocate these funds.

From time-to-time Netball NSW may be in contact with coaches personally to invite them to specific coach development opportunities separate from NCAS.

Term

The Head Coach position will be contracted for one program term.

Relationship

Your relationship with the Academy is voluntary. There is no employee / employer relationship between you and the Academy.

Communications

The head coach is required to communicate effectively with all program staff to ensure the effective delivery of the program. They are ultimately accountable to the Academy's Program Management Committee including the Executive Director for the overall success of the program. The Head Coach is required to liaise with the Academy's Executive Director and Sports Programs Manager as required on matters related to the strategic direction and overall performance of the program.

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. If media opportunities arise without the prior approval from NCAS, coaches must first seek approval.

Mandatory Requirements

All Academy program staff are obliged to satisfy Prohibited Employment Legislation requirements. All Academy program staff are obliged to have;

- A valid NSW Working with Children Check.
- Completed the following Play by the Rules & Sport Integrity Australia courses;
<https://elearning.sportintegrity.gov.au/login/index.php>
 - Child Protection & Safeguarding
 - Harassment and Discrimination
 - Inclusive Coaching
 - Complaint Handling
 - Anti-Doping Fundamentals

North Coast Academy of Sport

POSITION DESCRIPTION



Responsible to: NCAS Netball Head Coach

Netball Program Assistant Coach

Duties of the position

1. In conjunction with the other program staff, Netball NSW and Academy representative, plan, develop and conduct a regional program for talented junior athletes under the principle of the Academy's STEP guidelines
2. Attend all scheduled program camps and events
3. Supervise, instruct, and evaluate athletes in the program under the leadership of the Head Coach
4. Liaise with specialist consultants and guest coaches.

Qualifications, Experience and Selection Criteria

Highly desirable

1. Minimum and current Development Coaching Accreditation.
2. Minimum of three years coaching experience at club level or higher level at the targeted age group (15-16 yrs.)
3. Current first aid certificate
4. Demonstrated recent experience coaching club netball at representative level
5. Demonstrated netball program planning and monitoring skills
6. An understanding of the application of sports science to talent development programs
7. A broad sound understanding of the pathways available within the sport and how this relates to programs such as NCAS
8. Highly developed communication skills
9. Experience working effectively within a small management
10. Good organisational skills.
11. Be experienced enough to be on selection panels
12. Confidentiality
13. Reliable and available weekends and committed to attending some events during work hours/school holidays. Must be available to attend NCAS Netball Trials, Induction & Education Day, Academy Camp, Academy Games and Academy Netball Challenge.

Remuneration

An annual honorarium will be paid to the Assistant 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 the coach for all incidental expenses they have incurred in the competition of their duties as Assistant Coach e.g., fuel, phone calls, etc. There is no further claim for reimbursement of expenses. Further information can be provided by the NCAS office upon enquiry.

Professional Development Support

You will be allocated \$200 per year to assist with any professional development expenses you have throughout the program year. Please contact the NCAS Office if you have a professional development opportunity to which you would like to allocate these funds.

From time-to-time Netball NSW may be in contact with coaches personally to share invites to specific coach development opportunities separate from NCAS.

Term

Assistant coaches are contracted for one program term.

Relationship

Your relationship with the Academy is voluntary. There is no employee / employer relationship between you and the Academy.

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 Coaches.

The coach may also liaise with the Academy's Executive Director and Sport Programs Manager from time to time. The coach is ultimately accountable to the Academy's Program Management Committee.

Mandatory Requirements

All Academy program staff are obliged to satisfy Prohibited Employment Legislation requirements.

All Academy program staff are obliged to have;

- A valid NSW Working with Children Check.
- Completed the following Play by the Rules & Sport Integrity Australia courses;
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POSITION DESCRIPTION



Netball Program Apprentice Coach

The Apprentice Coach position is offered to those seen as having potential for a future NCAS Assistant and/or Head Coach positions. Apprentice Coaches will be offered a rare opportunity to be mentored by the NCAS Head Coach and Assistant Coaches and Netball NSW visiting coaches and personnel.

Duties of this position

1. Attend all program activities as determined by the Head Coach.
2. Assist in the coaching and management of the program as directed to other program staff.

Qualifications, Experience and Selection Criteria

Highly desirable

1. Current Foundation Coaching Accreditation working towards Development Accreditation.
2. Experience coaching netball club / association level and have shown a commitment to coaching at a high level.
3. Demonstrate a desire to be committed to the program and a willingness to learn
4. Available weekends and training dates including NCAS Netball trials & Induction Camp. The Apprentice Coach may be invited to Academy Games and Academy Challenge tours subject to program requirements.

Term

Apprentice coaches are contracted for one program term.

Communications

The coach 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 Executive Director and Sport Programs Manager from time to time. The coach is ultimately accountable to the Academy's Sport Committee.

Professional Development Support

All coaches and managers are allocated \$200 per year to assist with any professional development expenses you have throughout that year. Please contact the NCAS Office if you have a professional development opportunity to which you would like to allocate these funds.

Mandatory Requirements

All Academy program staff are obliged to satisfy Prohibited Employment Legislation requirements.

All Academy program staff are obliged to have;

- A valid NSW Working with Children Check.
- Completed the following Play by the Rules & Sport Integrity Australia courses;
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North Coast Academy of Sport

POSITION DESCRIPTION



Netball Program Manager

Duties of the position

The main duties of the Program Manager include:

1. Assisting in the planning and evaluation of the Netball program.
2. In conjunction with the Academy office, promote selection trials to schools and Netball associations.
3. Assisting with booking /set up of venues, accommodation, transport, catering, training equipment and consultants as required for each event.
4. Assisting in the ordering of supplies and services via the Academy office.
5. Co-ordination of clothing and uniform requirements for the squad.
6. Communication with athletes and their families either through the Academy Office, in person, by e-mail, post or telephone.
7. Working with coaching staff on matters related to the safe and efficient conduct of the program.
8. Working with the Academy office in the management of the program: Including costings and budgets.
9. In conjunction with the other program staff, Netball NSW, and Academy representative, assist in developing a regional program for talented junior athletes.
10. Attend all program activities. Must be available to attend NCAS Netball Trials, Induction & Education Day, Academy Camp, Academy Games and Academy Netball Challenge.
11. Liaise with specialist consultants and guest coaches.
12. Willingness to build strong team culture

Qualifications, Experience and Selection Criteria

Highly desirable

1. Sport administration / committee / team manager experience, preferably in the sport of Netball
2. Current first aid certificate
3. Demonstrated Netball program planning and monitoring skills
4. Developed communication skills
5. Good organisational skills
6. Budgeting and accounting skills
7. Computer skills, including email.
8. Confidentiality (commitment to supporting the individual athlete with respect to the potential conflict with association/club commitments).

Remuneration

An annual honorarium will be paid to the manager 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 that year. Please contact the NCAS Office if you have a professional development opportunity to which you would like to allocate these funds.

Term

Program Managers are contracted for one program term.

Communications

The Manager will be required to communicate effectively with other program staff to support the success of the program. All program staff report to the Head Coach.

The Manager may also liaise with the Academy's Executive Director and Sport Programs Manager from time to time in relation to the running of the program. The Manager is ultimately accountable to the Academy's Program Management Committee.

Mandatory Requirements

All Academy program staff are obliged to satisfy Prohibited Employment Legislation requirements. All Academy program staff are obliged to have;

- A valid NSW Working with Children Check.
- Completed the following Play by the Rules & Sport Integrity Australia courses;
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