

## JOB DESCRIPTION

<b>Job Title:</b>	Assistant Coach, Women's Beach Volleyball
<b>Reports to:</b>	Senior Coach, Women's Beach Volleyball
<b>Contract Length:</b>	2 Year - Full-Time contract
<b>Remuneration:</b>	Salary to be commensurate with experience and qualifications
<b>Location:</b>	Queensland Academy of Sport (QAS), Brisbane
<b>The Organisation</b>	Volleyball Australia (VA) is the peak body for the administration of the sport of Volleyball in Australia. VA's Mission is to lead, partner and support the growth in participation, performance, and profile of the sport in Australia.
<b>Job Purpose</b>	<p>Work directly with and support the Senior and Development Coaches to:</p> <ol style="list-style-type: none"> <li>1. Plan and deliver a training program for the preparation of the national Women's teams for the Paris Olympic Games Campaign, Birmingham Commonwealth Games Campaign and FIVB World Championships that will achieve medal winning performances.</li> <li>2. Lead the planning and execution of the preparation programs for the national Women's teams for all international (and national) competition.</li> <li>3. Provide a lead role in the planning and delivery of elite pathways for women's beach volleyball in Australia.</li> <li>4. Lead, plan and deliver a training program for the preparation of individual development of athletes to build a foundation towards future international success, with the long-term goal of developing athletes capable of winning a Gold medal at the 2032 Brisbane Olympic Games.</li> </ol>
<b>Job Responsibilities</b>	<ol style="list-style-type: none"> <li>1. Under the leadership of the Senior Coach, support the delivery of a high performance daily training environment in collaboration with VA National Coaches, National Performance Director, Sports Science and Medicine staff and other relevant providers with the express goal of achieving medal success at the Paris Olympic Games, Birmingham Commonwealth Games and FIVB World Championships.</li> <li>2. Under the leadership of the Development Coach, support the delivery of a high performance daily training environment for the Developing Volleyroos in collaboration with VA National Coaches, National Performance Director, Sports Science and Medicine staff and other relevant providers with the express goal of developing individual athletes to win a Gold medal at the 2032 Brisbane Olympic</li> </ol>

	<p>Games.</p> <ol style="list-style-type: none"> <li>3. With the National Coaches, coordinate athlete educational, vocational and social development support to complement and enhance volleyball development and performance outcomes.</li> <li>4. Assist the National Performance Director and other VA coaches to support development opportunities in the National Team environment for Beach Volleyball pathways athletes.</li> <li>5. Contribute to effective communication to athletes and other key stakeholders to ensure effective operation of the program.</li> <li>6. Contribute to coach education seminars and workshops for national high performance network coaches to increase the depth of the coaching pool and align national delivery expectations.</li> <li>7. Provide information and reports on athlete performance to the National Performance Director and National Coaches.</li> <li>8. Develop and maintain strong relationships with state associations, international federations and other key stakeholders to support the achievement of program delivery.</li> <li>9. Prepare high quality reports and other written communications to support Board, management and stakeholder decision making processes and to maintain information flow about program activities.</li> <li>10. Professionally represent VA nationally and internationally to ensure VA is respected as a high achieving organisation.</li> <li>11. Building and maintaining effective working relationships with other performance service personnel within our national programs as well as with the Queensland Academy of Sport (QAS).</li> <li>12. Contributing to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics, and human resources policies.</li> <li>13. Contributing to VA's and QAS's Coach Education programs as required.</li> <li>14. Support agreed VA and QAS staff development activities.</li> </ol>
<p><b>Qualifications and Experience</b></p>	<p><b>Essential Experience</b></p> <ul style="list-style-type: none"> <li>• Coaching experience at a national and/or international level in Volleyball (Beach and/or Indoor).</li> <li>• Experience of working directly in high performance programs demonstrating leadership, initiative, and effective communication skills with a wide range of audiences including external stakeholders and partner organisations.</li> <li>• Proven experience working successful in integrated multi-disciplinary high performance sport environments.</li> </ul>

	<p><b>Desirable Experience</b></p> <ul style="list-style-type: none"> <li>• Experience in coaching Beach Volleyball.</li> <li>• Achievement of demonstrated success in high performance Volleyball (Beach and/or Indoor) at international level.</li> <li>• Achievement of demonstrated success in high performance sport</li> <li>• Knowledge of the Australian and Volleyball high performance systems.</li> </ul> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• National and /or international coaching qualifications.</li> <li>• Relevant tertiary qualifications or comparable experience.</li> </ul>
<p><b>High Performance Behaviours</b></p>	<p><b>Teamwork</b></p> <ul style="list-style-type: none"> <li>• Actively participates as a member of a team to move the team toward completion of goals.</li> <li>• Makes suggestions for achieving team goals and contributes to team decisions and values and uses individual differences and talents.</li> <li>• Shares important and relevant information with the team.</li> <li>• Contribute to a culture of partnership and collaboration within Australian Volleyball to produce long term, sustainable outcomes.</li> <li>• Team Player: Able to listen, communicate, and work with a number of different people effectively.</li> </ul> <p><b>Passion for Excellence</b></p> <ul style="list-style-type: none"> <li>• Strong desire to excel at whatever task is at hand, seeking to achieve world class levels of professionalism, technical delivery, quality standards and culture.</li> <li>• Actively accommodates and implements change initiatives.</li> <li>• Identifies opportunities for improvement and constructively challenges traditional assumptions and methods.</li> </ul> <p><b>Coaching</b></p> <ul style="list-style-type: none"> <li>• Provides timely guidance and feedback to help others strengthen specific knowledge or skill areas needed to accomplish a task or solve a problem.</li> <li>• Clarifies the current situation, expected behaviours, knowledge, and level of proficiency.</li> <li>• Explains and demonstrates by providing instruction, positive models, and opportunities for observation to help others develop skills.</li> <li>• Provides timely and appropriate feedback on performance and reinforcement of effort and progress.</li> </ul>

	<ul style="list-style-type: none"> <li>• Establishes good interpersonal relationships; makes people feel valued, appreciated, and included.</li> <li>• Enthusiastic, knowledgeable and thoughtful actions and interactions.</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• Clearly conveys information and ideas through a variety of media to individuals and groups that engages and helps them to understand and retain the message.</li> <li>• Organises the communication and works to maintain engagement and attention.</li> <li>• Adjusts the communication in line with expectations of both individuals and groups</li> <li>• Attends to communications from others, interpreting correctly and responding appropriately.</li> </ul> <p><b>Work Standards</b></p> <ul style="list-style-type: none"> <li>• Ability to evaluate, plan, prioritise and execute to achieve highest returns against both individual priorities and broader team contexts.</li> <li>• Promotes and role models the VA values of inclusivity, equity, respect, pride, integrity, and commitment and contribute to positive organisational culture and continuous improvement.</li> <li>• Sets high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks.</li> <li>• Sets standards for excellence and ensures high quality.</li> <li>• Takes responsibility and encourages others to take responsibility.</li> </ul> <p><b>Continuous Learning</b></p> <ul style="list-style-type: none"> <li>• Actively identifies new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job and learning through their application.</li> <li>• Seeks and uses feedback to identify appropriate areas for learning</li> <li>• Identifies and participates in appropriate learning activities to fulfil learning needs.</li> <li>• Applies knowledge or skill and takes risks in learning.</li> <li>• Helpful: Always looking for new information and methods of helping people to ensure that they are always improving.</li> </ul>
<p><b>High Performance Skills</b></p>	<ul style="list-style-type: none"> <li>• Composure and Calm Under Pressure: Ability to keep your cool when dealing with highly stressful situations.</li> <li>• Demonstrates great judgement and creative approaches to challenge traditional technical and training assumptions and in providing solutions.</li> </ul>

	<ul style="list-style-type: none"> <li>• Uses appropriate techniques and communication strategies to gain acceptance of ideas and plans</li> <li>• Ability to accurately analyse and translate performance data into meaningful program opportunities and to generate new ideas.</li> <li>• Sets high goals and establishes stretch goals for personal accomplishment.</li> <li>• Conveys an image that is consistent with the organisation’s values</li> <li>• Demonstrates decisiveness and action in the management of issues as they arise.</li> <li>• Effective oral and written communication skills.</li> </ul>
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• Travel within Australia and internationally will be required.</li> <li>• Comply with all policies set down by Volleyball Australia and ensure that they are implemented as appropriate.</li> </ul>