JOB DESCRIPTION

Head Coach - Volleyball Australia Emerging Talent Program (QLD)

Job Title:	Head/Lead Coach - Volleyball Australia Emerging Talent Program (QLD)
Reports to:	Volleyball Australia Program Manager (QLD)
Contract Length:	Full Time Contract to 31st December 2025
Remuneration:	Remuneration commensurate with experience.
Location:	Greater Brisbane – Some regional/interstate/international travel may be required.
The Organisation	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. The Volleyball Australia Pathways Program (QLD) runs a high-performance development system based at the Queensland Academy of Sport (Nathan - Brisbane) and supports all the daily training requirements of targeted athletes in a high-performance environment aimed at developing athletes for future international success in the sport. The Emerging Talent program is the entry level program in the Volleyball Australia high-performance pathway and consists of multiple training centres in Brisbane and South-East Queensland and engages regional athletes across the state via regular volleyball camp opportunities. The successful applicant will be required to adhere to Volleyball Australia's policies and procedures including the National Integrity Framework and associated integrity policies and the Code of Conduct.
Job Purpose	Lead the delivery and direction of the well-established Volleyball Australia Emerging Talent program in Queensland (with over 500 athletes and 20 casual coaches), in collaboration with QAS/Volleyball Australia coaches, stakeholders and other relevant providers to provide training opportunities and athlete development and progression to higher levels in the performance pathway. Assist with coaching delivery and program management (where required) across all other parts of the pathways program.
Job Responsibilities	• Lead, plan, manage and deliver directly, and assist casual coaches to deliver effective and purposeful training sessions across the established Emerging Talent training centre network for selected and identified athletes in the program, in both beach volleyball and indoor volleyball disciplines. • Lead, plan and deliver trial sessions and actively engage in the selection process of athletes wishing to enter the program. • Lead the ongoing growth of the Emerging Talent program and the sport of Volleyball in association with key stakeholders, sponsors and supporters. • Provide regular updates on individual athlete progression to other program coaches for ongoing case-management and development purposes. • Contribute to weekly VA/QAS Volleyball coaches and program planning meetings. • Contribute to effective communication to athletes, coaches, and other

	key stakeholders to ensure effective operation of the program.
	• Assist (where required) other performance coaches in the delivery of the dual-gender and dual-discipline training environment across all Queensland-based program squads, including:
	  • Elite Squads
	  • Development Squads
	  • Emerging Talent Squads
	  • Talent Search Program
	  • Developing Volleyroos (Beach)
	  • Senior Volleyroos (Beach)
	  • National Development Program Camps
	  • YouFor2032 Beach Volleyball Program
	  • QAS Talent Support Plan Athletes

Qualifications and Experience	**Essential**
	• Must hold a current NCAS/VA Level 2 (or higher) volleyball coaching accreditation.
	• Demonstrated experience in working with new athletes to the sport and with young, high-potential athletes.
	• Current Queensland Working with Children Check Blue Card (Paid).
	• Current First Aid / CPR certification.
	• Must have extensive experience in working with children.
	• Must be able to demonstrate an understanding of appropriate behaviours when engaging with children.
	• Completion of the following e-learning courses:
	  • Child Safeguarding in Sport Induction
	  • Anti-Doping Fundamentals
	
	Desirable
	• NCAS/VA Level 3 Volleyball coaching accreditation (or strong desire to obtain).
	• Achievement of demonstrated success in high-performance volleyball (Beach and/or Indoor) at State and/or National level as an athlete and/or coach.
	• Knowledge of Volleyball high-performance systems.

High Performance Behaviours	**Team work** • Actively participates as a member of a team to move the team toward completion of goals. • Makes suggestions for achieving team goals. • Contributes to team decisions and values and uses individual differences and talents. • Shares important and relevant information with the team. • Contribute to a culture of partnership and collaboration within Australian Volleyball to produce long term, sustainable outcomes.

	Passion for Excellence • Strong desire to excel at whatever task is at hand, seeking to achieve world-class levels of professionalism, technical delivery and quality standards. • Actively accommodates and implements change initiatives. • Identifies opportunities for improvement and constructively challenges traditional assumptions and methods. **Coaching** • Provides timely guidance and feedback to help others strengthen specific knowledge or skill areas needed to accomplish a task or solve a problem. • Clarifies the current situation, expected behaviours, knowledge and level of proficiency. • Explains and demonstrates by providing instruction, positive models and opportunities for observation to help others develop skills. • Provides timely and appropriate feedback on performance and reinforcement of effort and progress. • Establishes good interpersonal relationships; makes people feel valued, appreciated and included. **Communication** • 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. • Organises the communication and works to maintain engagement and attention. • Adjusts the communication in line with expectations of both individuals and groups. • Regularly checks for understanding and acceptance. • Attends to communications from others, interpreting correctly and responding appropriately. **Work Standards** • Promotes and role models the VA values of inclusivity, equity, respect, pride, integrity and commitment, and contributes to positive organisational culture and continuous improvement. Promotes the VA/QAS Volleyball values of care and respect. • Sets high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks. • Sets standards for excellence and ensures high quality. • Takes responsibility and encourages others to take responsibility.
High Performance Skills	• Demonstrates excellent judgement and creative approaches to challenge traditional technical and training assumptions and to direct questioning to discover and discuss solutions. • Ability to accurately analyse and translate performance data into meaningful program opportunities and to generate new ideas. • Conveys an image that is consistent with the organisation's values. • Effective oral and written communication skills.

Working Conditions	• Comply with all policies set down by Volleyball Australia and ensure that they are implemented as appropriate. • Volleyball Australia is committed to protecting Children from harm. We require all applicants that will work with Children to undergo an extensive screening process prior to appointment. • Afternoon, evening and regular weekend work **is required** for this role. • Some interstate and international travel **may** be required for this role. • Position is Full-Time (38 hours per week). • The program's offices are based at the Queensland Sport and Athletics Centre (Nathan, QLD). • The successful candidate will be required to regularly travel to Emerging Talent training centres across Greater Brisbane, the Gold Coast, the Sunshine Coast and Darling Downs regions to deliver the program.
Essential Requirements	• Current NCAS Level 2 Volleyball coaching accreditation or higher. • Current First Aid/CPR certificate. • Current Paid Queensland Working with Children Check Blue Card. • Completion of all appropriate child-safeguarding and integrity courses. • Open / Unrestricted QLD Driver's License. • Personal / Private Vehicle is **essential** for this role. • Australian passport required for any international travel.