SA SENIOR MEN'S AND WOMEN'S TEAMS

HEAD COACH

POSITION DESCRIPTION

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Lacrosse SA is the peak body for Lacrosse in South Australia and drives the vision, strategy, finances, governance and coordination of competitions and representative teams in the state. Lacrosse SA aims to provide quality high-performance programs through its various representative teams which offer athletes and coaches with significant development opportunities and an exceptional Lacrosse experience.

TEAM OVERVIEW

The Senior Men's and Women's Teams will proudly represent Lacrosse SA with great endeavour and sportsmanship at the 2022 LA Senior National Championship, Wednesday, 7 June 2023 – Sunday, 11 June 2023 in Adelaide, South Australia.

The team will provide opportunities for all eligible Lacrosse SA participants to develop their skills, athleticism and knowledge throughout a balanced program that allowing for personal, club, state and national commitments.

POSITION OVERVIEW

The Head Coach is responsible for providing direction, leadership and management across all aspects of team planning, administration, selection, preparation, competition, and reporting and will work closely with relevant Lacrosse SA stakeholders to ensure the program is delivered in line with Lacrosse SA bylaws, policies, procedures and guidelines.

REPORTING RELATIONSHIPS

The Head Coach reports to the Lacrosse SA, HP/Development Director and the Executive Officer. Players and personnel will report directly to the Head Coach, unless otherwise instructed by the Head Coach.

PERIOD OF APPOINTMENT

Head Coaches are appointed for one team cycle. All positions need to be reapplied for each year.

The position commences immediately after notification of appointment and will conclude after the Head Coach and the Team Manager lodge their post program report to Lacrosse SA (within 60 days of the event completion).

FINANCIAL SUBSIDISATION

The position is a voluntary role. Lacrosse SA will provide full cost subsidy for the Head Coach, Assistant Coach and a Team Manager for each representative team. This subsidy covers essential uniform, flights and ground transport, standard meals and mandatory functions.

POSITION RESPONSIBILITIES

PLANNING

- Liaise with relevant Lacrosse SA stakeholders to develop and communicate a comprehensive preparation and training plan that fairly distributes travel time amongst squad/team members.
- Develop and implement effective channels to communicate with squad/team members, parents/guardians and relevant Lacrosse SA stakeholders.
- Liaise with relevant Lacrosse SA stakeholders LA stakeholders, event management and the Team Manager to plan and manage travel and event arrangements.

TEAM SELECTION

- Liaise with relevant Lacrosse SA stakeholders to recruit, select and appoint required team personnel and provide constructive feedback to unsuccessful candidates to aid in their development.
- Establish a fair, balanced and quantitative player selection process that incorporates a Lacrosse SA appointed selection panel and a comprehensive assessment of each player.
- Provide feedback to non-selected players outlining the areas requiring development to earn selection in future teams.

COACHING: TEAM PREPARATION PHASE
- Determine the desired game style and strategies the team will utilise and develop a "master" training program to progressively implement the required elements.
- Communicate, educate and empower Assistant Coaches and other staff to support and implement the desired strategies.
- Liaise with the Assistant Coach and guest coaches to design and facilitate training sessions that are enjoyable, flowing, maximise participation, maximise development and align with the master program.
- Teach relevant skills, techniques and strategies.
- Utilise varied teaching methods including demonstrations, whiteboard discussions, film review, written material and question time.
- Provide players and personnel with regular and constructive feedback that drives continued development.
- Integrate high performance concepts to maximise athlete training, preparation, performance and recovery.

COACHING: COMPETITION PHASE
- Determine and communicate daily schedules, pre-game and post-game routines, travel arrangements and meal arrangements.
- Define and communicate team personnel and player roles and responsibilities.
- Analyse opponents and develop and communicate appropriate game strategies to the playing and coaching group to maximise team performance.
- Lead, motivate and inspire the team and individuals to perform at their best.
- Manage all aspects of player safety, game play, player rotations, time outs, breaks and team discussion.
- Manage all aspects of team attitude, sportsmanship and behaviour.

SUPERVISION OF TEAM MEMBERS
- Determine and communicate team values, rules and responsibilities to guide individuals' behaviour.
- Maintain an appropriate level of supervision over underage team members at all times.
- Oversee, support and act on any issues relating to the safety, health (physical and mental), injury, and behaviour of team members.
- Ensure any problems, issues or concerns are appropriately communicated to Lacrosse SA and/or parents/guardians.
- Gain consent from parents/guardians where necessary.

REPORTING AND GOVERNANCE
- Provide Lacrosse SA with a written report within 60 days of the program's completion summarising key aspects of the program and other information Lacrosse SA may reasonably request.
- Ensure all aspects of the team and its members act in accordance with the law and Lacrosse SA bylaws, policies, procedures and guidelines at all time.
- Actively promote and support Lacrosse SA values and image in the Lacrosse community.

SELECTION CRITERIA

ACCREDITATION, QUALIFICATIONS AND DCSI CHECKS:

Candidates applying for the position should meet the following criteria:
- Current Working with Children Check
- LA Club Coach Accreditation
  - Sport Australia - Community Coaching General Principles. (requirement within Club Coach Accreditation)
  - Play by the Rules, Certificate in Harassment and Discrimination Practices. (requirement within Club Coach Accreditation)
  - Play by the Rules, Certificate in Child Protection Practices. (requirement within Club Coach Accreditation)
- Sport Integrity Australia (Sport Integrity Australia eLearning: Log in to the site):
  - Anti-Doping Fundamentals
  - Anti-Doping for Coaches

- Annual Update
- Illicit Drugs in Sport
- Ethical Decision Making
- Introduction to Match Fixing

MINIMUM AGE
25+ years of age at time of application.

EXPERIENCE
- Lacrosse knowledge and philosophy.
- Relevant and recent coaching experience.
- High performance playing and coaching experience.

RELATIONSHIPS AND LEADERSHIP
- Ability to attract a strong term personnel and playing group to the program.
- Ability to lead, motivate and inspire teams and individuals to perform at their best.
- Works effectively with Lacrosse SA stakeholders.

COACHING: PREPARATION PHASE
- Ability to develop a comprehensive master training plan.
- Ability to develop and facilitate a fair and quantitative selection process.
- Ability to develop and facilitate training sessions that are enjoyable, flowing, maximise participation, maximise development and align with the master program.
- Ability to teach relevant skills, techniques and strategies and correct faulty execution.
- Ability to teach and integrate high performance concepts.

COACHING: COMPETITION PHASE
- Ability to analyse opponents and develop appropriate game plans to maximise team performance.
- Ability to make changes that positively influence game results.
- Ability to manage team focus, attitude, morale and behaviours.

COMMUNICATION AND ORGANISATION
- Communication skills, relevance and impact.
- Planning and scheduling skills.
- Preparation and punctuality.

PERFORMANCE INDICATORS
The performance of the program and Head Coach will be assessed against the following indicators:
- Ability to attract a strong playing and coaching group to the program.
- Event and match results and the overall development of the team and individual players.
- Player/parent/guardian post-program satisfaction survey.
- Alignment with Lacrosse SA bylaws, policies, procedures and guidelines.
- Performance against the selection criteria listed in this document.

SELECTION PROCESS
All eligible applications will be reviewed by a diverse panel of selectors that is chaired by the Lacrosse SA HP/Development Director. The panel will evaluate each application against key selection criteria and forward recommendations based on those evaluations to the Lacrosse SA Board. Once the Board ratifies a candidate the successful candidate will be offered the position and if accepted the other candidates will be notified of their status and provided feedback on their application.

In the absence of a suitable candidate/s Lacrosse SA may recruit for this position by other means.

TO APPLY
All applicants are asked to apply through the online application form:
https://membership.sportstg.com/regoform.cgi?formID=104101

To apply please read the position description and ensure you upload the following documents with your application:

SELECTION CRITERIA STATEMENT
- A paragraph (or more) addressing each of the questions in the attached "Selection Statement" document.

ACCREDITATION/ELIGIBILITY DOCUMENTS
- Current Working with Children Check
- LA Club Coach Accreditation
  - Sport Australia - Community Coaching General Principles. (requirement within Club Coach Accreditation)
  - Play by the Rules, Certificate in Harassment and Discrimination Practices. (requirement within Club Coach Accreditation)
  - Play by the Rules, Certificate in Child Protection Practices. (requirement within Club Coach Accreditation)
- Sport Integrity Australia:
  - Anti-Doping Fundamentals
  - Anti Doping Annual Update
  - Anti-Doping for Coaches
  - Illicit Drugs in Sport
  - Ethical Decision Making
  - Introduction to Match Fixing

ONCE YOU COMPLETE THIS PROCESS YOUR DOCUMENTS WILL REMAIN IN THE DATABASE, MAKING FUTURE APPLICATIONS MUCH EASIER.