



# Head Coach - Position Description

## LWA U18 Boy's and Girl's State Teams 2023 – Perth, West Australia

### Team Overview

The U18 Girls and Boys State Teams will compete in the 2023 Lacrosse Australia (LA) U18 Boys and Girls National Championship, in Perth, West Australia from Tuesday 18 April to Saturday 22 April 2022 hosted by Lacrosse WA, venue TBC.

- Comprise of only eligible Lacrosse WA affiliated players.
- Provide opportunities for all athletes to develop their abilities, athleticism and knowledge throughout the trial/selection period, preparation period and in competition.
- Adhere to a preparation schedule determined by the Head Coach with an emphasis given to both discipline and performance.
- Promote a balanced approach to lacrosse and allow for personal, club, state and national team obligations.
- Compete with exceptional sportsmanship, with the best interest of the game and Lacrosse WA at the forefront of their mind.

### Functions of the Head Coach

The Head Coach will:

- Reinforce the vision statement and program philosophies.
- Provide input on the direction of the program.
- In consultation with Team Personnel, direct the 2023 U18 Boys or Girls Program.
- Be a member of the Team Selection Panel to provide input.

### Age Guidelines for Coaches and Managers

- The age of head coaches for U18 teams shall be 25 years old at time of application or have considerable high level coaching experience.
- The age of assistant coaches for U18 teams be at least 21 years of age at time of application.
- Team Managers to be at least 25 years old at time of application.

### Applications

All applications are to be submitted in writing to the LWA Office. Applications should include:

- Cover letter addressing the listed selection criteria.
- A completed application form.
- Outline of preparation schedule including:
  - Calendar of all events from application submissions to post competition feedback.
  - Application process and any filtering/selection requirements you wish to impose at this point.

- Outline of any strength and conditioning components you wish to integrate.
- Desired trial dates (minimum of 3 trials, players must attend at least 2 to be eligible, unless prior permission is endorsed by the LWA Board).
- Outline of the desired selection criteria, selection process and player evaluation process.

Required accreditations and current Working With Children (WWC) check.

Email: [executive@lacrossewa.com.au](mailto:executive@lacrossewa.com.au)

All applicants will receive an email of acknowledgement and further details on the selection process including timeframes for selection.

## The Role

### Program Development

- Develop and communicate a comprehensive preparation calendar that is geographically spread and neutralises travel time/expense across the squad.
- Develop and implement effective communication channels and protocols with squad/team members that support LWA policies.
- Develop a comprehensive and intensive training program.
- Develop and distribute supporting documentation.
- Define required squad/team personnel roles, identify and select the required personnel in conjunction with the LWA Director of High Performance.

### Governance

- Maintain a sound understanding, support and adherence to LWA policies.
- Attain, provide and maintain the required accreditations and checks set out in the selection criteria.
- Maintain regular contact with relevant LWA stakeholders, squad/team personnel and athletes.
- Provide a written report to LWA at the completion of the program summarising the program, results and other essential information and any opportunities for improvement.

### Selection

- Establish trial dates (minimum of 3, players must attend at least 2 to be eligible for selection).
- Design and communicate an appropriate and balanced set of selection criteria.
- Assist LWA to form an unbiased selection panel containing maximum of 3 persons including the Head Coach to select the best possible Squad/Team available based on the criteria set.
- Provide detailed feedback to players omitted from the Squad/Team that details areas for future development and explains what they can do to be selected in the future.

### Coaching

- Determine and implement technical strategies for team and individual game play.
- Communicate, educate and empower Assistant Coaches and other staff to implement the determined strategies in their roles.

- Provide expert team, specialist and individual coaching.
- Seek to develop individual athletes and coaches to the maximum of their ability.
- Provide quality feedback on a regular basis to athletes and personnel.

### Support Services

- Co-ordinate the delivery of support services including strength and conditioning, recovery, and rehabilitation activities.
- Engage and include injured athletes in modified roles or capacities wherever possible.
- Be aware of the mental health of those around you and provide emotional support to those in need.

### Reporting Relationships

- LWA Director of High Performance and LWA Executive Officer
- Assistant Coach, Team Manager

### Selection Criteria

#### Accreditation, Qualifications and WWC Checks:

- ALA Coaching Certificate.
- Sport Australia - Community Coaching General Principles.
- Sport Integrity Australia:
  - Anti-Doping Fundamentals
  - Anti-Doping for Coaches
  - Illicit Drugs in Sport
  - Ethical Decision Making
  - Introduction to Match Fixing
- Play by the Rules, Certificate in Harassment and Discrimination Practices.
- Play by the Rules, Certificate in Child Protection Practices.
- Working With Children card

### Experience

- In-depth experience and demonstrated success coaching at a relevant club level or higher.
- Experience and proven capability in the holistic development of athletes.

### Knowledge and Skills

- Specific knowledge of individual technique development, principles of play and delivery.
- Ability to promote game sense aspects of the sport.
- Understanding of concepts and the proven ability to integrate modern sports science, sports medicine and technological advancements into training programs.
- Capacity to develop individual players in a high performance environment.
- Exceptional, planning, communication and interpersonal skills.
- Sound personnel and administration skills.

## Personal Attributes

- Positive people management abilities.
- Strong and demonstrated leadership qualities.
- Effective communication and negotiation skills.
- Core values aligning with LWA's strategic vision.

## Key Result Indicators

- Generation of a quality pool of squad applicants.
- Operates within policy parameters.
- Achieve an agreed set of team and individual targets.
- Placing/improvement in ranking in live competition.

## Financial Information

The position is a voluntary role. Lacrosse WA will provide partial subsidy for the Head Coach, Assistant Coach and a Team Manager for each representative team. This subsidy is to put towards essential uniform, flights and ground transport, standard meals and mandatory functions.