



# Head Coach - Position Description

LWA U15 Boy's and Girl's Regional Teams 2023 – Ballarat, Victoria

## Team Overview

The Under 15 Girl's and Boy's Regional Teams will compete in the 2023 Lacrosse Australia (LA) Under 15 Boy's and Girl's Regional Tournament, in Ballarat, Victoria from the 27th September to the 3rd of October at the Ballarat Regional Soccer Facility, and will:

- 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 Under 15 Boy's or Girl's Program.
- Be a member of the Team Selection Panel to provide input.

## Age Guidelines for Coaches and Managers

- The age of head coaches for Under 15 teams shall be at least 25 years old at time of application or have considerable high level coaching experience.
- The age of assistant coaches for Under 15 teams be at least 18 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:
  - o 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.
- 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 relevant LWA stakeholders and policies.

### Governance

- Maintain a sound understanding, support and adherence to LWA policies, including (but not limited to) the LWA Code of Behaviour, finance policies, member protection policies, child protection policies, harassment and discrimination policies and weather related 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, calendar, results, finances, travel arrangements, 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, unless prior permission is endorsed by the LWA Board).
- 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.

- Utilise varied teaching methods including demonstrations, whiteboard discussions, written material and question time.
- Develop supporting materials to assist with athlete and coach education and development.
- Seek to develop individual athletes and coaches to the maximum of their ability.
- Pursue leading edge initiatives, techniques and strategies.
- Pursue a balanced focus of “technical mastery” and winning.
- Provide quality feedback on a regular basis to athletes and personnel, utilising written evaluations, individual meetings, team meetings and technical advice on the field.

### Support Services

- Co-ordinate the delivery of support services including strength and conditioning, recovery, and rehabilitation activities.
- Integrate sports science and sports medicine knowledge into the program.
- 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, LWA Board and LWA Executive Officer
- Assistant Coach, Team Manager

## Eligibility and Required Accreditations

### ACCREDITATIONS

Candidates applying for the position should meet the following criteria:

#### Accreditation, Qualifications and WWC Checks:

- LA Club Coach Course
- Sport Australia - Community Coaching General Principles
- Sport Integrity Australia:
  - Anti-Doping Fundamentals
  - Annual Update 2022
  - Introduction to Illicit Drugs in Sport
  - Coaches on-line course
- Play by the Rules, Certificate in Harassment and Discrimination Practices.
- Play by the Rules, Certificate in Child Protection Practices.
- Working With Children card

### MINIMUM AGE

25+ years of age at time of application.

### 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, financial, administration and IT 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.
- Implementation and integration of leading edge approaches in coaching, sports science, sports medicine and technology.
- Operates within policy parameters.
- Achieve an agreed set of team and individual targets.
- Promote athletes under your leadership to higher level teams in local and Australian Lacrosse.
- Placing/improvement in ranking in live competition.
- Player satisfaction/development survey.

### 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 covers essential uniform, flights and ground transport, standard meals and mandatory functions.