

National Athlete Pathway (NAP) Technical Coach

POSITION DESCRIPTION

Hockey Australia is the governing body responsible for providing Australians with the opportunity to play hockey from junior levels through to elite competition, including the Olympic Games. Hockey Australia's 2019-2022 Strategic Plan is the key instrument driving the direction for hockey in this country.

Our values are central to our way of working. They describe the way in which directors, staff and athletes behave, interact and work together. At Hockey Australia we will:

- continue to **LEAD** by working collaboratively with our stakeholders.
- operate with **INTEGRITY** in all areas of our work by placing the best interests of hockey in Australia at the centre of any decision.
- pursue **EXCELLENCE** both on and off the field of play.
- **INCLUDE** and welcome any person who wants to engage in, and enjoy, our wonderful sport.

National Athlete Pathway Technical Coach	
Commencement	1 January 2021
Position reports to	Performance Pathways Manager
Direct reports	National Pathway Team Coaches, Team Manager and Performance Support Staff, as and when appointed.
Department	High Performance
Type	Full Time (Ongoing)
Location	To be agreed
Core Purpose	To lead and manage the National Technical direction of the National Pathways Program within Hockey Australia's High Performance Unit.
Key Stakeholders	National Performance Director National Head Coach and Assistant coaches National Athlete Pathway Program (NAPP) Coaches Performance Pathway Manager



	<p>Hockey Australia (HA)/AIS (Australian Institute of Sport) and SIS/SAS (State Institute of Sport/State Academy of Sport) Network Program Managers/Sport Science/Sports Medicine Staff</p> <p>NAPP program staff</p> <p>Member Association Pathway staff and coaches</p> <p>National Selectors</p>
<p>Key Responsibilities</p>	<p>Key Functions:</p> <ol style="list-style-type: none"> 1. To provide Technical leadership to the National Pathways program, including its stakeholders through the delivery of the National Technical Skills framework. 2. In conjunction with the Manager Performance Pathways and National Senior Coaches', provide technical leadership and direction to the NAPP DTE environments. 3. Being the main conduit between National Performance Programs and National Athlete Pathway 'Talent' programs with an emphasis on the education and embedding of strategies related to technical skill development, "Way of Play", HP culture & standards. 4. Providing leadership and management of HA National Pathway squads and teams, including identification and selection, National development opportunities, National and International Competition opportunities. 5. Provide NAPP Coaches mentoring and development specifically in technical and 'Way of Play' aspects of their roles 6. Planning and administration support related to the functioning of the National Athlete Pathway programs <p>Staff Management:</p> <ul style="list-style-type: none"> • National Athlete Pathway Program (NAPP) coaches • Appointed staff to National Pathway program squads/teams <p>Other:</p> <p>National Technical Leadership</p> <ul style="list-style-type: none"> • Drive national technical and contextual direction across the National Pathways Program including our SIS/SAS and MA stakeholders. This includes facilitating the provision of



technical direction and support from NSO to NAPP and MA Development coaches as required.

- Ensuring that National Technical Framework is delivered nationally and is continuously monitored and maintained to reflect evolutions within the game.
- In collaboration with the National & NAPP Coaches, assist with the implementation of individual training programs for nationally identified athletes to ensure appropriate preparation for Development, Junior & Futures team performance at camps & benchmark events
- Assist in driving consistency in the coaching and technical direction of State Development programs
- Contribute to the development of individual athlete performance plans (IPPs) and NTC program plans including agreed athlete targets, program outcomes and KPIs
- In designated competition events, assume technical oversight responsibilities as well as lead the selection process of national squads for Hockey Australia's Athlete Pathway.

Daily Training Environment Leadership

- Support the daily training environment for identified Development, Junior & Future Squad athletes (this may include a variety of domestic and international sites at varying times throughout an Olympic cycle including National High Performance programs in Perth, SIS/SAS, overseas clubs etc.)
- In conjunction with the NAPP Coaches monitor and review the development and performance of nationally categorised athletes through the use of Individual Performance Plans (IPPs) and Athlete Management System (AMS).
- Communicate regularly and provide feedback to NAPP and State Development coaches to enhance progression of nationally identified athletes for the purpose of ongoing improvement in the athlete's wholistic development
- Lead the delivery of a national testing program in line with the Physical Competencies Framework and provide feedback to the NAPP coaching group
- Monitor the delivery of the national frameworks across the network in the Daily Training Environment (DTE).



National Camps & Competitions

- Through national camps and other activities, assist and support the integration of leading technical, physical and mental components of preparation into development of nationally categorised athletes.
- In both national and NAPP settings, provide on-field coaching for targeted athletes in line with developed IPP's and national squad/team preparation
- Lead coaching across National camps and critical competition campaigns to meet agreed & specific Key Performance Indicators (KPI's) for tournaments
- When appointed, act as Head Coach at identified competitions.
- Work with the NAPP Coaches to identify coaching opportunities in the various national camps and competition activities.
- Create a collaborative network of athlete performance support with the aim of adding value to environments that facilitate athlete and team's preparation for success.
- Utilise and work with national performance teams & SIS/ SAS network performance service staff as planned

Selections & Identification

- Chair and be an integral member of HA's National Pathway Selection Panels ensuring that the HA Selection Policy is adhered to at all times.
- Coordinate the identification, selection and nomination of athletes for the National Development, Junior and Futures Squads in accordance with athlete selection criteria and targets.
- Develop and conduct an annual review of the selection criteria and benefits for the programs.
- Identify and manage appropriate people to fill the various required selection and selection panel roles
- Assist the NAPP coaches in understanding the desired "Australian Athlete Profile" as identified by National Coaches.



	<p>Coach Mentoring & Development</p> <ul style="list-style-type: none"> • Assist the Performance Pathway Manager to support and prioritise areas for personal and professional development for the NAPP coaches and any associated specialist coaches involved the National Pathways Program • Support the Performance Pathways Manger in the Performance Management (Technical) of the NAPP Coaches • Interact and communicate with coaches within the Development pathway concerning the National Frameworks, latest coaching trends and other relevant information. <p>Administration Support</p> <ul style="list-style-type: none"> • In conjunction with Performance Pathways Manager design and develop an annual plan addressing camps and competitions opportunities across the National Pathways Program. • Work with the High Performance Director and Performance Pathways Manager to manage the financial and administrative aspects of the National Pathways Program. • Assist in the production and dissemination of resource materials for Hockey Australia as agreed with National Coaching staff and High Performance Director including communication from National Coaches to NAPP Coaches and nationally identified athletes. • Communicate effectively and fulfil all agreed program responsibilities and respective SIS/SAS Joint Management Committee (JMC) requirements. • Provide regular reports to the High Performance Director, National Coaches, SIS/ SAS JMC's, and on request any other relevant organisations. • Manage issues professionally in conjunction with all program partners / stakeholders - building relationships with HA's High Performance Partners including the ASC, AIS, AOC, CGA, SIS/SAS, MA's, international partners and other key stakeholders.
<p>Skills & Attributes</p>	<ul style="list-style-type: none"> • Is committed to delivering Hockey Australia Strategic and High Performance Plans to ensure that efforts are focused on getting the best outcome for Hockey Australia • A thorough knowledge of best practice and trends in High Performance sport



	<ul style="list-style-type: none"> • Experience leading a high performance coaching and support services teams to successfully develop holistic outcomes • Experience with implementing and monitoring systems for athlete development and tracking across national system • Devising and executing short and long term training/competition plans to guide the development of sub elite athletes and hockey teams • Has an established and articulated leadership and coaching philosophy, including established values and standards of behaviour • Highly self-motivated and disciplined with an intrinsic desire to strive for excellence and achieve results • Capable of showing initiative and being adaptable, with focus on achieving in a dynamic environment • Very strong attention to detail • Excellent written, verbal and interpersonal communication skills gained from previous work experience . • Team focused with an ability to work independently • Committed to continuous improvement, learning and development • Able to build and maintain collaborative relationships with internal and external stakeholders • Demonstrated ability to develop, monitor, and report on budgets • Ability to solve problems, resolve conflict, offer constructive solutions, and make decisions
Qualifications	<ul style="list-style-type: none"> • 5+ years' experience coaching in a High Performance/High Performance pathways environment • Experience in international hockey competition campaigns • Hockey Coaching Accreditation • Experience with Performance Analysis software - Sportscodel/HUDL/GPS
Appraisals	<ul style="list-style-type: none"> • 6 monthly performance reviews conducted by the Performance Pathways Manager
Child Safety	<ul style="list-style-type: none"> • Hockey Australia is committed to protecting children and young people from harm. We require all employees to undergo an extensive screening process prior to appointment.



	<ul style="list-style-type: none"> • The Employee must at all times comply with the HA Child Safe Sport Framework, and with all relevant State/Territory child protection legislation and requirements, including obtaining and maintaining all required clearance certificates and declarations. • All employees are required to obtain and provide evidence of a current Working with Children's Check
<p>Other Requirements</p>	<ul style="list-style-type: none"> • Current Driver's Licence • First Aid qualification • Working with Children's Check

