

SOFTBALL SA INC STATE REPRESENTATIVE TEAM STARZ HEAD COACH

POSITION DESCRIPTION

PRIMARY PURPOSE OF THE ROLE:

The focus area of this position is the management and organisation of the preparation of a State Representative Team for competition in the Gilley's Shield Competition and / or other domestic competitions as approved by the Board of Softball SA Inc.

The role of the Starz Head Coach is to:

- Provide leadership, direction and support to all members of the squad / team;
- Provide an advanced training program, with the assistance of any appointed Assistant / Specialist Coaches, for the continuing development of the athletes selected in the squad / team;
- In conjunction with the Team Manager, formulate and implement rules for the welfare and conduct of all members of the team while in camps, at training and participating in the Gilley's Shield Competition or other approved competitions;
- Develop clear communication and team work among the team's coaching and management staff regarding delegation of responsibilities and duties.

QUALIFICATIONS:

The Starz Head Coach shall:

- Be a current registered member of Softball SA Inc;
- Have, as a minimum, a Level 3 NCAS coaching accreditation and a willingness to undertake Level 4;
- Have a minimum of three (3) years experience in coaching;
- Be required to have successfully completed the updated version of Play by the Rules;
- Be required to attend a Member Protection Session conducted by Softball SA Inc;
- Be in possession of a current National Police Certificate;
- Be in possession of a current Driver's Licence.

TERM OF APPOINTMENT;

The appointment to the position of Starz Head Coach is for a two (2) year period and shall be subject to a mid-term review. Continuation of the appointment beyond the mid-term review is subject to the agreement of the Starz Head Coach and the State Teams Committee.

PERSONAL ATTRIBUTES:

PERSONAL

- Possess effective time management and administration skills;
- An acceptance of irregular and long hours of work;
- An ability to work effectively in a team environment;
- Have sound financial skills and an ability to work within budget constraints;
- Have self discipline and integrity within the team environment;
- Capacity to travel domestically for extended periods;
- Have well developed interpersonal skills and good communication skills, both oral and written.

SPORT ACUMEN

- Have a sound knowledge of contemporary trends in softball;
- Have a reasonable level of specialist knowledge in at least one aspect of offensive or defensive play;
- An understanding of the standards and demands of the Gilley's Shield environment;
- An understanding and empathy for the needs of team members;
- Maintain a "Duty of Care" to the players of the team for whom they are responsible.

SPORT DELIVERY

- An ability to identify the strengths and weaknesses in a player's skills;
- An ability to manage individual differences between various members of the team;
- A co-operative and energetic style;
- Demonstrated success in the role of an assistant coach or head coach at club level.

TASKS

The Starz Head Coach shall:

- Act as Chairperson of the Team Selection Panel;
- If applicable, participate in the National Draft Selection Process / Meeting;
- Manage the preparation of player development and training programs;
- Develop specific programs for individual athletes as required;
- In conjunction with the Team Manager, plan and prepare budgets for team camps, if applicable, the Gilley's Shield Competition and any other approved competitions and seek approval from the Softball SA Treasurer for the same;
- Ensure that all expenditures are well costed and remain within the constraints of the budget as approved by Softball SA Inc;
- Attend and manage the supervision of training camps for the athletes, if applicable;
- With the assistance of the Team Manager, other support staff and the athletes draw up a code or rules for the whole team while attending any approved competitions, including the Gilley's Shield Competition;
- Ensure compliance with any directives as issued by the National Championship Committee in respect to participation in the Gilley's Shield Competition;
- Meet with the Team Statistician and agree on the scope and detail of the records to be made regarding the team and the player's performances during any game in which the team participates;
- If required, give directions to the Team Statistician to attend the appointed area and participate in the toss for innings and benches;
- If required, give direction to the Team Statistician in the undertaking of all scouting and charting activities;
- Review the statistics from each game, provided by the Team Statistician, as soon as practicable after the conclusion of the game;
- At the conclusion of each competition, and in particular the Gilley's Shield Competition, ensure a complete set of player statistics is made available by the Team Statistician;
- Oversee, with the assistance of Assistant Coaches, the review of an athlete's performance;
- Give direction to Assistant Coaches for their on-diamond roles;
- Allocate warm up and / or warm down roles for the Assistant Coaches;
- Investigate and take disciplinary action, if required, on any reported matters concerning the athletes and / or other staff members;
- Give direction and support to other members of the Team Staff in the activities required of them;
- In consultation with the Team Manager, arrange for the counselling of any player who is deemed in need of such counselling while the team is in attendance at the Gilley's Shield Competition or any other approved competition;
- In consultation with the Team Manager, plan activities on free days, if any, while the team is in attendance at the Gilley's Shield Competition or other approved competitions;
- Sign, as required, a Softball SA Inc Officials' Agreement and comply with the obligations set out in the Agreement.

RESOURCES

The Starz Head Coach shall have the following resources available for the execution of the role:

- Other support staff (e.g. assistant coaches, team manager, statistician, etc);
- Assistance from the Office of Softball SA Inc in consultation with the State Teams Committee;
- The support and advice of the State Director of Coaching;
- Other resources that may be identified and available from time to time.

ACCOUNTABILITY

The Starz Head Coach is appointed by the Board of Softball SA Inc upon the recommendation of the Board Member responsible for State Teams and is accountable to the State Teams Committee of Softball SA Inc. While participating at the Gilley's Shield Competition or other approved competitions, the Starz Head Coach assumes the responsibility for the team, with other members of the team accountable to the Starz Head Coach.

The Starz Head Coach is expected to develop and maintain communications with:

- Other officials appointed to the team;
- All the athletes comprising of the team;
- Appointed officials at competitions in which the team is participating;
- The State Director of Coaching;
- The Softball SA Treasurer.

The Starz Head Coach is expected to comply with the Rules and Regulations of Softball SA Inc, the rules governing the Gilley's Shield Competition and in particular the following:

- Softball SA Inc Member Protection Regulations;
- Softball Australia's Anti-Doping Policy.

KEY PERFORMANCE INDICATORS

The Starz Head Coach should expect to negotiate a set of Key Performance Indicators (KPI's) with the State Teams Committee. These would be reviewed from time to time, usually at the conclusion of the Gilley's Shield Competition or any other competition in which the team competes. They will be a principal basis for any review of the Starz Head Coach role. They may be expected to cover, but not be limited to:

- The performance of the Starz Head Coach in the undertaking of specific tasks;
- The overall performance of the team in the areas of expertise of the Starz Head Coach;
- The quality of the Coaching and Training Programs initiated and driven by the Starz Head Coach;
- The success of the Starz Head Coach in the development of the athletes skills for which the Starz Head Coach has had specific responsibility;
- The quality of the co-operation between the Starz Head Coach and other support staff; especially while in attendance at the Gilley's Shield competition;
- The interpersonal relationships that the Starz Head Coach maintains with other members of the Team Staff and with the players;
- The on-diamond performance, if applicable, by the Starz Head Coach;
- The ability of the Starz Head Coach to work within the limits of budgetary requirements, both those of Softball SA and Softball Australia;
- The timeliness and adherence to the provisions of the reporting mechanism at the conclusion of the Gilley's Shield Competition and any other competition in which the team competes;
- Adherence to the terms of any Softball SA Inc Officials' Agreement and staff roles and responsibilities entered by the Starz Head Coach.