

SOFTBALL SA Inc STATE / REPRESENTATIVE TEAM ASSISTANT COACH / SPECIALIST COACH

POSITION DESCRIPTION

PRIMARY PURPOSE OF THE ROLE:

The focus of this role is to provide support to the Head Coach of a Softball SA Inc State / Representative Team as it prepares for domestic or National Championships / Tournaments.

The role of the Assistant Coach / Specialist Coach is to assist the Head Coach in:

- Providing an advanced training program for the continuing development of the athletes selected as members of the team, which will prepare them for competition;
- Preparing selected athletes in specialised areas of offensive and / or defensive play;
- On diamond coaching of the team;
- Any other specific duties as required by the Head Coach.

QUALIFICATIONS:

The Assistant Coach / Specialist Coach shall:

- Be a current registered member of Softball SA Inc;
- Have, as a minimum, a Level 2 NCAS coaching accreditation;
- 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 Assistant Coach / Specialist Coach is for a one (1) year period.

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 self discipline and integrity within the team environment;
- Capacity to travel domestically for extended periods;
- Have well developed interpersonal and communication skills.

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 National Championship / Tournament 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;
- Competence in scouting of a team's performance;
- 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 Assistant Coach / Specialist Coach shall:

- Assist the Head Coach as required in the preparation of player development and training programs;
- Develop specific programs for individual athletes in the Assistant Coach / Specialist Coach's own area of expertise;
- Supervise training programs under the direction of the Head Coach;
- Attend and assist in the supervision of training camps for the athletes, if applicable;
- Take responsibility for tasks allocated by the Head Coach at a camp or the National Championship / Tournament;
- Assist the Head Coach, when requested, with the review of an athlete's performance;
- Undertake the on-diamond roles allocated by the Head Coach;
- Undertake warm up and / or warm down roles allocated by the Head Coach;
- Report to the Head Coach any matters concerning the athletes that require investigation and / or disciplinary action;
- Provide assistance as requested by the Head Coach to other members of the Team Staff in the activities required of them;
- Sign, as required, a Softball SA Inc Officials' Agreement and comply with the obligations set out in the Agreement.

RESOURCES

The Assistant Coach / Specialist Coach shall have the following resources available for the execution of the role:

- Other support staff (e.g. assistant coaches, team manager, statistician, etc) allocated by the Head Coach;
- Assistance from the Office of Softball SA Inc as negotiated by the Head Coach; and
- The support and advice of the State Director of Coaching;
- Other resources identified and allocated by the Head Coach from time to time.

ACCOUNTABILITY

The Assistant Coach / Specialist 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 a National Championship / Tournament, the Assistant Coach / Specialist Coach is accountable to the Head Coach.

The Assistant Coach / Specialist 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;
- Other persons nominated from time to time by the Head Coach.

The Assistant Coach / Specialist Coach is expected to comply with the Rules and Regulations of Softball SA Inc and in particular the following:

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

KEY PERFORMANCE INDICATORS

The Assistant Coach / Specialist Coach should expect to negotiate a set of Key Performance Indicators (KPI's) with the Head Coach. These would be reviewed from time to time, usually at the conclusion of the National Championship / Tournament in which the team competes. They will be a principal basis for any review of the Assistant Coach / Specialist Coach role. They may be expected to cover, but not be limited to:

- The performance of the Assistant Coach / Specialist Coach in the tasks allocated by the Head Coach;
- The overall performance of the team in the areas of expertise of the Assistant Coach / Specialist Coach;
- The quality of the Coaching and Training Programs initiated and / or driven by the Assistant Coach / Specialist Coach;
- The success of the Assistant Coach / Specialist Coach in the development of the skills for which the Assistant Coach / Specialist Coach has had specific responsibility;
- The quality of the co-operation between the Assistant Coach / Specialist Coach and other support staff; especially while in attendance at a National Championship / Tournament;
- The interpersonal relationships that the Assistant Coach / Specialist Coach maintains with other members of the Team Staff and with the players;
- The on-diamond performance by the Assistant Coach / Specialist Coach;
- Adherence to the terms of any Softball SA Inc Officials' Agreement and staff roles and responsibilities entered by the Assistant Coach / Specialist Coach.