



# State Team Head Coach

## Position Description

Extract from Softball SA State and Regional Team Selection Policy (April 2019)

### PART 2: HEAD COACH

#### 2.1 Appointment of Head Coach

- 2.1.1 Appointments for Head Coaches will be offered for a term of two years. Each year, the State Teams Committee will review Head Coaches and re-appoint for a further year or call for nominations for the Head Coach position for each Softball SA State and Regional team.
- 2.1.2 Nominations for the Head Coach positions will, where possible, be called for in March or soon thereafter, each year.
- 2.1.3 The State Teams Committee shall select a Head Coach for each Softball SA Team.
- 2.1.4 The State Teams Committee may, in its discretion, appoint a sub-committee of selectors to review the individual applicants for Head Coach, who shall make a recommendation to the State Teams Committee.
- 2.1.4 The State Teams Committee shall provide the details of any Head Coach selected to Softball SA for final approval.
- 2.1.5 The Softball SA Board shall approve the State Teams Committee selection of Head Coach unless:
  - 2.1.5.1 the nominated person is non-financial (i.e. is carrying a debt to Softball SA or an affiliated entity), or
  - 2.1.5.2 the nominated person is currently suspended by Softball SA or any affiliated entity, or
  - 2.1.5.3 there is some other good reason why the nominated person should not be selected as Head Coach. This includes but is not limited to any member protection policy issues.
- 2.1.5 Unsuccessful applicants for Head Coach will be notified and provided feedback by the State Teams Committee.

## 2.2 Primary Role of Head Coach

- 2.2.1 A key element of the players experience is the team Head Coach. Softball SA prioritises the respectful engagement of quality coaches and will rely on their expertise, integrity and discretion to fulfil their duties in accordance with best practice and to represent Softball SA appropriately.
- 2.2.2 The Head Coach delivers coaching and other benefits to selected players through a training program which may include a series of domestic competitions, regional games and national tours.
- 2.2.3 The Head Coach will be supported by an Assistant Coach, Team Manager and Team Statistician but may also, subject to Softball SA approval, appoint other team staff members including additional Assistant Coaches, Specialist Coaches or Technical Officials.
- 2.2.4 The role of the Head Coach is to:
- a) provide an advanced training program appropriate for long-term development of players selected as members of the Softball SA Team focused on achieving optimal success by way of podium finishes at national events;
  - b) lead the selection process undertaken to select the Softball SA squad or team which the Head Coach is responsible for;
  - c) work together with the State Teams Committee in relation to the appointment of an Assistant Coach, Team Manager, Team Statistician and any other team officials; and
  - d) where applicable, participate as a coach in a Softball SA sanctioned competition or league such as the Softball SA State League competition.
- 2.2.5 While the Head Coach should be actively involved in the appointment of the Team Officials, the final approval of the Team Officials rests with Softball SA.

## 2.3 Essential Criteria

- 2.3.1 The primary requirement in selection for the Head Coach position is demonstrated success as a coach, appropriate experience in the holistic long-term development of young people, program management and leadership skills.
- 2.3.2 Additional position criteria and personal attributes to be considered include:

### Sport Acumen

- Graduate Diploma of Coaching, Level 3 NCAS or equivalent or evidence that attainment of the appropriate coaching standard is in course
- A minimum of three years' relevant age/grade coaching experience at club level
- Knowledge of contemporary trends in softball
- A high level of specialist knowledge in offensive play within a high-performance sporting environment
- Understanding of the standards and demands of national sport
- Understanding and empathy for the needs of elite players

- Understanding of the concepts and application of sports science/sports medicine

#### Personal

- Effective time management and administration skills
- An ability to work effectively in a team environment
- Self-discipline and integrity within a team
- Well-developed interpersonal and communication skills
- A current applicable “DCSI – Child Related Clearance”

#### Sport Delivery

- An ability to identify a player’s strengths and weaknesses
- An inclusive, cooperative and energetic style
- Demonstrated success in the role of head coach, assistant coach or specialist coach at a sub-elite or elite level
- Competence in using a variety of tools and techniques, including software, to analyse and monitor player performance

### 2.4 Responsibilities of Head Coach

2.4.1 The responsibilities of the Head Coach include but are not limited to:

- a) Provide leadership to the formulation of technical programs in the sports science disciplines for the squad or team
- b) Prepare programs, attend and supervise training for the squad or team
- c) Liaise with the Team Manager on all matters concerning program schedule for the squad or team
- d) Act as convenor on the Selection Panel for the selection of players for the squad or team
- e) Conform with the requirements of Softball SA and Softball Australia Policies and Regulations
- f) Utilise the resources of the appointed team officials in preparing the team for competition
- g) Prepare a full report to Softball SA within 4 weeks of the conclusion of all games in the National Championship competition.
- h) Initiate specific programs for long-term player development in the areas of playing skills, team building and other facets of team preparation supplementary to the programs in the team’s high-performance program
- i) Promote and continually demonstrate the core values of Softball SA and Softball Australia at all times

2.4.2 The Head Coach is expected to conform to Softball SA's and Softball Australia's policies, in particular:

- a) Anti-Doping Policy
- b) eCommunications Policy
- c) Member Protection Policy (which includes Codes of Conduct)
- d) Zero Tolerance Policy
- e) Privacy Policy
- f) Sponsorship Policy
- g) Website Terms of Use

### 2.5 Key Performance Indicators

2.5.1 The Head Coach should expect to negotiate a set of Key Performance Indicators with Softball SA (via the State Teams Committee). These would be reviewed regularly and will be a principal basis for any review of the Head Coach's performance in the role. They may be expected to cover, but are not limited to:

- a) podium finish at national events
- b) improvements of players' skill, strength, fitness and technical/tactical appreciation of softball
- c) holistic development of players (sporting, personal, career and educational), to be measured by end of tournament player and staff formal feedback
- d) identification and use of state of the art initiatives in the program
- e) feedback from Softball SA Clubs, players and officials relating to long-term player development and positive attitudes to training, competition and lifestyle