

Volleyball Australia Junior Development Program

National Age Group Head Coach - Expression of Interest

Volleyball Australia is seeking expressions of interest for the Age Group Head Coaches for the following groups:

	Women	Men
Pre-Youth	Born 2008 & 2009	Born 2007 & 2008
Youth	Born 2006 & 2007	Born 2005 & 2006
Junior	Born 2004 & 2005	Born 2003 & 2004

Position Description & Details

Job Title	Junior Development Program Age Group Head Coach
Reports to	Volleyball Australia National Technical Director <i>Phil Borgeaud</i>
Appointment length	01 Oct 2020 – 30 SEP 2022* <i>*Appointment concludes with the end of the age group campaign – either the end of the Asian Volleyball Champs (2022) or the FIVB Age Group World Champs (2023).</i>
Remuneration	All coaching positions are <u>volunteer</u> based. <i>Coaches may be asked to contribute financially to their participation in activities.</i>
The Organisation	Volleyball Australia (VA) is the peak body for the administration of the sport of Volleyball in Australia. VA's Mission is to lead, partner and support the growth in participation, performance and profile of the sport in Australia. The Junior Development Program (JDP) aims to provide multiple opportunities for athletes and staff to be involved in national Volleyball and Beach Volleyball camps, domestic competitions, international development tours, and international representations at peak Junior Championship events.
Job Purpose	In collaboration with national senior, AVA and other JDP coaches, plan and deliver a training and competition program focused on the development of JDP athletes and to facilitate the development of targeted athletes to prepare them for the next step in the pathway in both beach and indoor volleyball disciplines.

<p>Job Responsibilities</p>	<ol style="list-style-type: none"> 1. Work collaboratively with the National Head Coach and Australian Volleyball Academy Head Coaches to develop technical and tactical frameworks for athlete development 2. Design, implement and deliver a comprehensive program aimed at: <ul style="list-style-type: none"> ○ developing and improving technical and tactical volleyball skills for all athletes in the squad; ○ introducing athletes to international volleyball concepts; and ○ preparing targeted athletes for international competition (e.g. Asian and FIVB World Championships). 3. Plan and deliver a high-performance training environment at National Training Camps and Events in collaboration with Junior Development Program Coordinator, National Technical Director, Australian Volleyball Academy Coaches, National Team Coaches, Sports Science and Medicine staff and other relevant providers. 4. Identify athletes with the potential to compete at the elite international level in Beach and Indoor Volleyball 5. Work collaboratively with Volleyball Australia staff, Australian Volleyball Academy Coaches and other Junior Development Program Coaches to ensure outcomes of program are delivered effectively and safely. 6. Contribute to athlete educational and social development through athlete education sessions designed to support, complement and enhance volleyball development and performance outcomes. 7. Contribute to effective communication to parents, athletes and other key stakeholders to ensure effective operation of the program. 8. Contribute to coach education sessions and workshops at JDP National camps and events to increase the depth of the coaching pool knowledge and align national delivery expectations 9. Provide information and reports on athlete performance to the National Technical Director, Australian Volleyball Academy coaches and National Head Coach
<p>Expectations</p>	<ol style="list-style-type: none"> 1. Attend all Volleyball Australia Development Camps and tours applicable to appointed age group. 2. Attend 4 x state-based Rising Star camps within appointed cycle. 3. Communicate regularly with Volleyball Australia's National Technical Director, High Performance Director and Junior Development Program Coordinator. 4. Work with Australian Volleyball Academy coaches regarding technical direction of age group.
<p>Qualifications and Experience</p>	<p>Essential Experience</p> <ul style="list-style-type: none"> • Coaching experience at a state or national level in volleyball • Experience of working directly in high performance volleyball programs • Communicating with a wide range of audiences including external stakeholders, parents and partner organisations <p>Desirable Experience</p> <ul style="list-style-type: none"> • Level 3 Candidate – coaching qualification • Experience in coaching Volleyball and Beach Volleyball • Achievement of demonstrated success in high performance Volleyball and/or Beach Volleyball at National and / or International level. • Knowledge of the Australian and Volleyball high performance systems. <p>Qualifications</p> <ul style="list-style-type: none"> • National and /or international coaching qualifications • Relevant tertiary qualifications or comparable experience

<p>High Performance Behaviours</p>	<p>Teamwork</p> <ul style="list-style-type: none"> • Actively participates as a member of a team to move the team towards completion of goals • Makes suggestions for achieving team goals. • Contributes to team decisions and values and uses individual differences and talents. • Shares important and relevant information with the team. • Contribute to a culture of partnership and collaboration within Australian Volleyball to produce long term, sustainable outcomes • Actively participates as a member of a team to move the team toward completion of goals. <p>Passion for Excellence</p> <ul style="list-style-type: none"> • Strong desire to excel at whatever task is at hand, seeking to achieve world class levels of professionalism, technical delivery and quality standards. • Actively accommodates and implements change initiatives. • Identifies opportunities for improvement and constructively challenges traditional assumptions and methods. <p>Coaching</p> <ul style="list-style-type: none"> • Provides timely guidance and feedback to help others strengthen specific knowledge or skill areas needed to accomplish a task or solve a problem. • Clarifies the current situation, expected behaviours, knowledge and level of proficiency. • Explains and demonstrates by providing instruction, positive models and opportunities for observation to help others develop skills. • Provides timely and appropriate feedback on performance and reinforcement of effort and progress. • Establishes good interpersonal relationships; makes people feel valued, appreciated and included. <p>Communication</p> <ul style="list-style-type: none"> • Clearly conveys information and ideas through a variety of media to individuals and groups that engages and helps them to understand and retain the message. • Organises the communication and works to maintain engagement and attention. • Adjusts the communication in line with expectations of both individuals and groups • Checks understanding and acceptance. • Attends to communications from others, interpreting correctly and responding appropriately. <p>Work Standards</p> <ul style="list-style-type: none"> • Promotes and role models the VA values of inclusivity, equity, respect, pride, integrity and commitment and contribute to positive organisational culture and continuous improvement. • Sets high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks. • Sets standards for excellence and ensures high quality. • Takes responsibility and encourages others to take responsibility. <p>Continuous Learning</p> <ul style="list-style-type: none"> • Actively identifies new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job and learning through their application. • Seeks and uses feedback to identify appropriate areas for learning
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	<ul style="list-style-type: none"> Identifies and participates in appropriate learning activities to fulfil learning needs. Applies knowledge or skill and takes risks in learning.
High Performance Skills	<ul style="list-style-type: none"> Demonstrates great judgement and creative approaches to challenge traditional technical and training assumptions and in providing solutions. Uses appropriate techniques and communication strategies to gain acceptance of ideas and plans Ability to accurately analyse and translate performance data into meaningful program opportunities and to generate new ideas. Sets high goals and establishes stretch goals for personal accomplishment. Conveys an image that is consistent with the organisation’s values Demonstrates decisiveness and action in the management of issues as they arise. Effective oral and written communication skills.
Working Conditions	<ul style="list-style-type: none"> Travel within Australia and internationally will be required. Comply with all policies set down by Volleyball Australia and ensure that they are implemented as appropriate.

Draft Schedule of Activities

Please see the following draft schedule of activities for the Junior Development Program in 2020-2022. Please note that these are the **considered activities** and is subject to change.

Additionally, Junior Development Program Beach Camps and Rising Stars Camps are currently being worked on and will be finalised ASAP.

JDP			2020				2021	2021											
			OCT	NOV	DEC	JAN		FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP				
EVENT FOCUS D = Development P = Performance Beach/Indoor			Post-AVC Camp (blend)go, VIC	Good Neighbour Camp + Tournament (AIS,ACT)	Southeast Asian (SEA) Games	Post-AVSC Camp (Gold Coast)	Beach Camp (Glenelg SA)	Japan U15 Boys Visit (AIS, ACT)	Japan Tour	Post-AJBVC Camp (Gold Coast)	Thailand Tour	NZ Provincial Champs + Tour	July Camp (AIS,ACT)	US HP Champs (USA)	Oceania Champs (HAW)				
			D	D		D	D	P	D	D	D		D	P	D				
			I	I		B/I	B	I	I		B/I	I	I		B/I	I	I		
			START OF CYCLE																
FEMALE	Pre-Youth 07/08	U13	✓		✓	Pre-Youth 07/08	U14		✓				✓						
		U14	✓		✓		U15	✓					✓						
	Youth 06/07	U15	✓	✓	✓	Youth 06/07	U16	✓	✓	✓			✓	✓	✓				
		U16	✓	✓	✓		U17	✓		✓	✓	✓		✓	✓	✓			
	Junior 04/05	U17		✓		Junior 04/05	U18	✓		✓		✓		✓	✓				
		U18		✓			U19				✓				✓				
Benchmark Event																			
MALE	Pre-Youth 07/08	U14	✓		✓	Pre-Youth 07/08	U15	✓	✓		✓		✓						
		U15	✓		✓		U16	✓	✓	✓	✓		✓						
	Youth 05/06	U16	✓		✓	Youth 05/06	U17	✓	✓		✓	✓	✓		✓				
		U17	✓	✓	✓		U18	✓		✓	✓		✓		✓				
	Junior 03/04	U18		✓		Junior 03/04	U19		✓		✓		✓		✓				
		U19		✓			U20		✓			✓			✓				
Benchmark Event																			
BEACH	Benchmark Event							AVC U21 CHAMPS				FIVB U21 CHAMPS							

JDP		2020				2022											
		OCT	NOV		DEC	JAN	FEB		MAR	APR	MAY	JUN	JUL		AUG	SEP	
EVENT FOCUS		Post-AJVC Camp (Bendigo, VIC)	Good Neighbour Camp + Tournament (AIS, ACT)	Southeast Asian (SEA) Games	Post-AJVC Camp (Gold Coast)	Beach Camp (Glenelg, SA)	Japan U15 Boys Visit (AIS, ACT)	Japan Tour	Post-AJVC Camp (Gold Coast)	Thailand Tour	NZ Provincial Champs + Tour		July Camp (AIS, ACT)	US HP Champs (USA)	Oceania Champs (HAW)		
D = Development P = Performance		D	D		D	D	D	P	D	D	P		D	P	D		
Beach/Indoor		I	I	I	B/I	B	I	B/I	B	I	I		B/I	I	I		
FEMALE	Pre-Youth 07/08	U14	✓		✓	Pre-Youth 07/08	U15	✓		✓			✓				
		U15	✓		✓		U16	✓		✓	✓		✓	✓			
	Youth 06/07	U16	✓	✓	✓	Youth 06/07	U17	✓		✓	✓		✓	✓	✓		
		U17	✓	✓	✓		U18	✓		✓	✓		✓	✓	✓		
	Junior 04/05	U18		✓	✓	Junior 04/05	U19				✓				✓		
		U19		✓	✓		U20				✓				✓		
Benchmark Event												AVC U19 WOMEN'S CHAMPS					
												AVC U17 WOMEN'S CHAMPS					
MALE	Pre-Youth 07/08	U15	✓		✓	Pre-Youth 07/08	U16	✓	✓		✓		✓				
		U16	✓		✓		U17	✓	✓		✓	✓		✓			
	Youth 05/06	U17	✓		✓	Youth 05/06	U18	✓		✓	✓		✓		✓		
		U18		✓	✓		U19		✓		✓	✓			✓		
	Junior 03/04	U19		✓		Junior 03/04	U20		✓		✓				✓		
		U20		✓			U21		✓		✓				✓		
Benchmark Event												AVC U18 MEN CHAMPS					
												AVC U20 MEN CHAMPS					
BEACH	Benchmark Event											AVC U19 CHAMPS		FIVB U19 CHAMPS			

END OF CYCLE*

Submission of EOI

This EOI can be found here: [Junior Development Program Age Group Head Coach EOI](#)

Responses to this EOI should be completed by **5:00 pm 14 JUN 2020**.

Selection Process

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|-------------|---|
| 14 JUN 2020 | • Junior Development Program Age Group Head Coach EOIs close (by 5:00 pm). |
| 29 JUN 2020 | • All applicants will be notified via email of the outcome of their EOI.
• A short-list of applicants will be contacted by National Technical Director for notification of consideration. |
| 06 JUL 2020 | • Selection panel to consider short-list
• Selection panel will include (but not limited to):
– Volleyball Australia National Technical Director
– Australian Volleyball Head Coaches
– Volleyball Australia High Performance Manager |
| 27 JUL 2020 | • Announcement of appointed Age Group Head Coaches |
| 01 OCT 2020 | • Official appointment commencement date |



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If you have any further questions, please do not hesitate to contact me during business hours using the details below.

Kind regards,

Lauren Wann | Junior Development Program Coordinator

Volleyball Australia

M: 0477 716 496 | E: lauren.wann@volleyball.org.au | E: pathways@volleyball.org.au

W: <http://www.volleyballaustralia.org.au/>