

## JOB DESCRIPTION

<b>Job Title:</b>	Assistant Coach (Emerging Talent), QAS Volleyball Program
<b>Reports to:</b>	QAS Volleyball Head Coach
<b>Contract Length:</b>	Full-Time contract until 31 December 2020
<b>Remuneration:</b>	Salary to be commensurate with experience and qualifications
<b>Location:</b>	Queensland Academy of Sport, Nathan, Queensland
<b>The Organisation</b>	<p>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.</p> <p>The Volleyball Australia: Queensland Academy of Sport Volleyball Program is a partnership between Volleyball Australia (VA), Queensland Academy of Sport (QAS), and Volleyball Queensland (VQ).</p> <p>The QAS Volleyball Program provides a regular high performance training environment for young athletes that have been identified as having the potential to play volleyball (beach and/or indoor) at the international level for Australia, with the ultimate goal of successful performance at the Olympics.</p>
<b>Job Purpose</b>	<p>Assist the VA QAS Head Coach to plan and deliver a training program focused on the identification and development of Queensland's most talented junior athletes to prepare them for graduation to National Teams in both beach and indoor volleyball disciplines.</p> <p>The QAS Volleyball Assistant Coach (Emerging Talent) will be primarily responsible for the delivery of services to all QAS Volleyball Emerging Talent Centres.</p>
<b>Job Responsibilities</b>	<ul style="list-style-type: none"> <li>• Support the Head Coach to identify and recruit Queensland's most talented junior athletes (male and female) and lead their physical and technical development in both beach and indoor volleyball in the QAS program, primarily through the Emerging Talent Centres.</li> <li>• Assist the Head Coach to design and implement a high performance volleyball training program at the QAS which includes group and individual sessions, including technical, tactical, physiological, psychological and social sessions in indoor and beach volleyball.</li> <li>• Assist the Head Coach in planning and coordinating support services to the QAS Volleyball Program including sports science, medicine, strength and conditioning, and personal excellence.</li> <li>• Other duties as directed by the Head Coach.</li> </ul>

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<p><b>Qualifications and Experience</b></p>	<p><b>Essential Experience</b></p> <ul style="list-style-type: none"> <li>• Coaching experience at a state or national level in beach and / or indoor volleyball and of working with services, coaches and athletes in a high performance environment.</li> <li>• Experience of working directly in high performance volleyball programs and communicating with a wide range of audiences including external stakeholders, parents and partner organisations.</li> </ul> <p><b>Desirable Experience</b></p> <ul style="list-style-type: none"> <li>• Achievement of demonstrated success in high performance Volleyball (Beach and/or Indoor) at State and / or National level.</li> <li>• Experience in developing athletes for high performance outcomes</li> <li>• Knowledge of the Australian and Volleyball high performance systems.</li> </ul> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• National and /or international coaching qualifications</li> <li>• Relevant tertiary qualifications or comparable experience</li> </ul>
<p><b>High Performance Behaviours</b></p>	<p><b>Team Work</b></p> <ul style="list-style-type: none"> <li>• Actively participates as a member of a team to move the team toward completion of goals.</li> <li>• Makes suggestions for achieving team goals.</li> <li>• Contributes to team decisions and values and uses individual differences and talents.</li> <li>• Shares important and relevant information with the team.</li> <li>• Contribute to a culture of partnership and collaboration within Australian Volleyball to produce long term, sustainable outcomes</li> </ul> <p><b>Passion for Excellence</b></p> <ul style="list-style-type: none"> <li>• Strong desire to excel at whatever task is at hand, seeking to achieve world class levels of professionalism, technical delivery and quality standards.</li> <li>• Actively accommodates and implements change initiatives.</li> <li>• Identifies opportunities for improvement and constructively challenges traditional assumptions and methods.</li> </ul> <p><b>Coaching</b></p> <ul style="list-style-type: none"> <li>• Provides timely guidance and feedback to help others strengthen specific knowledge or skill areas needed to accomplish a task or solve a problem.</li> <li>• Clarifies the current situation, expected behaviours, knowledge and level of proficiency.</li> <li>• Explains and demonstrates by providing instruction, positive models and opportunities for observation to help others develop skills.</li> <li>• Provides timely and appropriate feedback on performance and reinforcement of effort and progress.</li> <li>• Establishes good interpersonal relationships; makes people feel valued, appreciated and included.</li> </ul>

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	<p><b>Communication</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>Organises the communication and works to maintain engagement and attention.</li> <li>Adjusts the communication in line with expectations of both individuals and groups</li> <li>Checks understanding and acceptance.</li> <li>Attends to communications from others, interpreting correctly and responding appropriately.</li> </ul> <p><b>Work Standards</b></p> <ul style="list-style-type: none"> <li>Promotes and role models the VA values of inclusivity, equity, respect, pride, integrity and commitment and contribute to positive organisational culture and continuous improvement.</li> <li>Sets high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks.</li> <li>Sets standards for excellence and ensures high quality.</li> <li>Takes responsibility and encourages others to take responsibility.</li> </ul> <p><b>Continuous Learning</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>Seeks and uses feedback to identify appropriate areas for learning</li> <li>Identifies and participates in appropriate learning activities to fulfil learning needs.</li> <li>Applies knowledge or skill and takes risks in learning.</li> </ul>
<p><b>High Performance Skills</b></p>	<ul style="list-style-type: none"> <li>Demonstrates great judgement and creative approaches to challenge traditional technical and training assumptions and in providing solutions.</li> <li>Uses appropriate techniques and communication strategies to gain acceptance of ideas and plans</li> <li>Ability to accurately analyse and translate performance data into meaningful program opportunities and to generate new ideas.</li> <li>Sets high goals and establishes stretch goals for personal accomplishment.</li> <li>Conveys an image that is consistent with the organisation's values</li> <li>Demonstrates decisiveness and action in the management of issues as they arise.</li> <li>Effective oral and written communication skills.</li> </ul>
<p><b>Working Conditions</b></p>	<ul style="list-style-type: none"> <li>Flexibility to undertake after hours and weekend work will be required.</li> <li>Travel within Queensland, interstate and possibly internationally will be required.</li> <li>Comply with all policies set down by Volleyball Australia and ensure that they are implemented as appropriate.</li> </ul>