



**AUSTRALIAN LACROSSE
ASSOCIATION LTD.**

POSITION DESCRIPTION

*Head Coach
ALA ANZAC Team
2014*

POSITION DESCRIPTION:

Functions of the Head Coach

The Head Coach will:

- Prepare a vision statement and program philosophies;
- Prepare an operational plan for the duration of the program including squad and team preparation;
- Be a member of the Interview Panel for the selection of other team management positions including the Manager and Assistant Coaches;
- In consultation with Team Management, establish and direct the 2014 ALA ANZAC Team program.

Function of the Team/Squad

The ALA ANZAC Team will:

- Compete in the ALA – NZALU ANZAC Day Commemorative Games and in other tournaments and competitions as sanctioned by the Australian Lacrosse Association Ltd;
- Provide opportunities for aspiring lacrosse athletes to develop their abilities in the context of International competition;
- Provide opportunities for the development of athletes, with above average dedication to their personal athletic preparation and;
- Train on a schedule as determined by the Head Coach with an emphasis given to both discipline and performance and;
- Promote a balance between personal, club and State team obligations.

A. PRIMARY JOB PURPOSE

To provide overall direction and management of the 2014 ALA ANZAC Team preparation under the principles and policies of the ALA High Performance Program, including intensive, high quality training, quality services (where possible) and competition opportunities for high performance athletes.

B. JOB RESPONSIBILITIES

Technical

Coaching

- Undertake the role as Head Coach of the 2014 ALA ANZAC Team to compete in the ALA – NZALU ANZAC Day Commemorative Games;
- Provide expert team, specialist and individual coaching;
- Identify for each individual athlete, areas of improvement, strategies and actions for advancement.

Program development

- Plan and implement a comprehensive and intensive training program including Squad and Team camps.
- Plan and coordinate team specialist and individual training programs on a weekly basis during both preparation and competition;

- Pursue leading edge initiatives including advanced athlete development, training procedures, techniques and methods;
- Establish a program which will balance the focus on winning as well as promoting and developing good sportsmanship and personal development;
- Liaise with ALA Director of High Performance (Dir of HP), Assistant Coaches, State Coaches, parents and other stakeholders regarding athletes.

Support Services

- Co-ordinate, where applicable, the delivery of support services including strength and conditioning activities.
- Establish an acceptable balance between sporting, personal and educational development for all athletes.
- Integrate Sports Science and Sports Medicine knowledge into the program to disseminate this knowledge where applicable to the wider lacrosse community.

Management

Program Administration

- Maintain ongoing contact with the ALA Dir of HP;
- Manage staff including Assistant Coaches and Managers to meet all team requirements;
- Consult with ALA Dir of HP to provide effective solutions to any issues and or concerns within the program;
- Participate in meetings and forums concerned with the ALA High Performance Program;
- Prepare a final report and submit no more than 60 days following the conclusion of the ALA – NZALU ANZAC Day Commemorative Games;
- Adhere to the ALA, Constitutions and relevant policies;
- Support the development of Assistant Coaches, where applicable;
- Provide assistance to researchers who have been authorised to undertake work on behalf of the ALA.

Athlete Administration

- Oversee individual athlete performance including the recording of testing results.

Selection

- ALA will select a team of lacrosse athletes.

Staffing

- Attend and encourage Assistant Coaches to attend professional development opportunities.

Note: Due to the duration of the team, it is unlikely assistant coach/s will be appointed.

C. ISSUES AND CHALLENGES

- Maintain an emphasis on individual athlete development while preparing as a team to compete in the ALA – NZALU ANZAC Day Commemorative Games
- Balance program management duties and responsibilities with active coaching;
- Maintain enthusiasm and motivation of the athletes following preparation;
- Manage a diverse range of individual athlete personalities and issues that arise with athletes.

D. ORGANISATIONAL ENVIRONMENT

Reporting Relationships:

Direct: ALA Director of High Performance;
ALA High Performance Manager – (Men/Women)
ALA Chairperson.

Lateral: Australian Team Coaches, State Team Coaches, Club Coaches and Administrators.

E. KEY SELECTION CRITERIA

Qualifications:

- ALA Club Coach Accreditation
- General Principles Level Two (desired)
- Completion of secondary education at an appropriate level. While the completion of other qualifications is not mandatory, it will be highly regarded. *(Non formal qualifications linked with extensive experience (as shown below) will be treated as the equivalent to formal qualifications)*
- At least 10 years of lacrosse involvement in a position of responsibility. This experience will be heavily weighed towards coaching experience but may also include club administration and sport promotion. *(It is unlikely that those without a club and state team coaching background of at least 10 years, would have sufficient experience to qualify for this position.)*
- National Police Check.

Experience:

- In-depth experience and demonstrated success coaching at a club and state level;
- Experience and proven capability in the holistic development of athletes.

Knowledge and Ability:

- An understanding of Strength and Conditioning training and the integration of sports science, sports medicine and technological advancements into high performance training programs for athletes;

- Specific knowledge of game concepts and demonstrated results of;
 1. technical development of individuals;
 2. principles of play outcomes;
 3. game sense aspects.
- Capacity to develop athletes/players and team, for competition including the ability to formulate, analyse and respond to game strategies.
- Well developed selection criteria for national representation.
- Sound personnel, financial, administration and IT skills.

Personal attributes:

- Positive people management abilities;
- Demonstrated ability to lead and influence developing athletes and coaches;
- Effective communication and negotiation skills to liaise with a wide range of people including athletes, parents, service providers, management, media, etc.;
- Ability to provide leadership and mentoring for Assistant Coaches and Managers.

Preparation Outline:

- Due to the nature of the ALA ANZAC Team, preparation will consist of one team training session upon arrival in Auckland.

F. KEY RESULT AREA AND INDICATORS

PROGRAM

1. A sound base of athletes prepared for progression to high levels of competition.
2. Implementation and integration of leading edge approaches in coaching, sports science, sports medicine and technology.
3. Meets budget.
4. Operates within policy parameters.

TEAM

1. To compete admirably in the context of Australia and New Zealand sporting traditions.

ATHLETES

1. To achieve an agreed set of goals/targets in individual performance in the areas of physical, technical, attitude/mental and competition performance