



**AUSTRALIAN LACROSSE  
ASSOCIATION LTD.**

**POSITION DESCRIPTION**

***Assistant Coach  
U19 Australian Women's Team  
2015***

## **POSITION DESCRIPTION:**

### **Functions of the Assistant Coach**

The Assistant Coach will:

- Reinforce the vision statement and program philosophies;
- In consultation with the Head Coach, provide input on the direction of the program;
- Be a member of the Team Selection Panel to provide input.

### **Function of the Team/Squad**

The U19 Australian Team/Squad will:

- Compete in the 2015 FIL U19 Women's World Championship and in other tournaments and competitions as sanctioned by the ALA Ltd;
- Provide opportunities for talented 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;
- Train on a schedule determined by the Head Coach with an emphasis given to both discipline and performance;
- Promote a balance between personal, club and state team obligations.

### **A. PRIMARY JOB PURPOSE**

In support of the Head Coach, to provide direction and management of the Australian Team preparation under the principles of the ALA High Performance Program Policy, including intensive, high quality training, quality services (where possible) and competition opportunities for high performance athletes.

### **B. JOB RESPONSIBILITIES**

#### **Technical**

##### *Coaching*

- Undertake the role of Assistant Coach of the U19 Australian Women's Team to compete in the FIL U19 Women's World Championship;
- Provide expert team, specialist and individual coaching;
- Contribute to the identification for each individual athlete, areas for improvement, strategies and actions for advancement, in consultation with the Head Coach.

##### *Program development*

- Contribute to the planning and implement a comprehensive and intensive training program including Squad/Team camps;
- Contribute to the planning and coordination of 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;
- Contribute to the program which will balance the focus on winning as well as promoting and developing good sportsmanship and personal development;
- Liaise with the Head Coach, ALA Director of High Performance (Dir of HP), State Coaches, Club 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 and disseminate this knowledge where applicable to the wider lacrosse community.

**Management**

*Program Administration*

- Maintain ongoing contact with the Head Coach;
- Maintain communication with team staff including other Assistant Coaches, Manager/s and Medical personnel to meet all team requirements;
- Consult with the Head Coach to provide effective solutions to any issues/concerns within the program;
- Participate in staff meetings and forums associated with the ALA High Performance Program;
- Provide a written report to ALA no later than two months after any tournament or tour in which the Squad/Team has participated;
- Adhere to the ALA Agreement, ALA Constitution, ALA Policies and FIL World Championship Guidelines;
- Support the development of State Based Coaches/Coordinators;
- Provide assistance to researchers authorised to undertake work on behalf of ALA.

*Athlete Administration*

- Oversee individual athlete performance including the recording of testing.

*Selection*

- In conjunction with selection panel, select a Squad/Team of lacrosse athletes.

*Staffing*

- Attend professional development opportunities.

**C. ISSUES AND CHALLENGES**

- Maintain an emphasis on individual athlete development while preparing as a team to compete in FIL U19 Women's World Championship;
- Balance program management duties/responsibilities with active coaching;
- Maintain enthusiasm and motivation of the athletes following extensive club and national competition;
- Manage a diverse range of individual athlete personalities and issues that arise with high performance athletes.

## **D. ORGANISATIONAL ENVIRONMENT**

### **Reporting Relationships**

- Direct:** Head Coach,  
ALA Director of High Performance  
ALA High Performance Manager – Women’s Division.
- Lateral:** ALA President, ALA Board Members, Team Staff, Squad Coaches,  
State Team Coaches, Club Coaches.

## **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 five years of lacrosse involvement in a position of responsibility. This experience will be heavily weighted towards coaching experience, but may also include club administration and sport promotion. *(It is unlikely that those without a club and or state coaching background would have sufficient experience to qualify for the position);*
- National Police Check.

### **Experience:**

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

### **Knowledge and Skills:**

- Specific knowledge of individual technique development, principles of play and delivery, as well as the ability to promote game sense aspects;
- Understanding of concepts and the proven ability to integrate sports science, sports medicine and technological advancements into high performance training programs;
- Capacity to develop players to world level competition including the ability to formulate, analyse and respond to game strategies;
- Sound personnel, financial, administration and IT skills.

### **Personal Attributes**

- General coaching philosophies;
- Personal core values for our national team high performance program;
- Positive people management abilities;
- Demonstrated ability to lead and mentor developing athletes, coaches and managers;
- Effective communication and negotiation skills to liaise with a wide range of people including athletes, parents, service providers, management, media, etc;

## **Preparation Outline**

### **Squad and Team timelines to include;**

Squad Application Process  
Strength and Conditioning Program  
Squad Camps  
Specialist Coaching, Nutrition Education  
Player Feed Back  
Squad Selection points  
Tours/tournaments  
Team Selection  
Nationals  
Lead up games  
World Championship  
Debriefing

- Provide specific timelines and a calendar for the Preparation Outline;  
*Note: To be confirmed by the Head Coach*

## **F. KEY RESULT AREA AND INDICATORS**

### **PROGRAM**

1. A sound base of world class athletes prepared for world level competition.
2. Implementation and integration of leading edge approaches in coaching, sports science, sports medicine and technology.
3. Operates within policy parameters.

### **ATHLETES**

1. To achieve an agreed set of goals/targets in individual performance in the areas of physical, technical, attitude/mental and competition performance.
2. Number of athletes recruited/attended a USA College.
3. Number of athletes prepared for progression to the senior Australian Squad.