



**AUSTRALIAN LACROSSE  
ASSOCIATION LTD.**

**POSITION DESCRIPTION**

*Head Coach*  
*U23 Australian Men's Team*  
*2017*

*Head Coach*  
*U23 Australian Women's Team*  
*2017*

## **POSITION DESCRIPTION:**

### **Functions of the Head Coach**

The Head Coach will:

- Prepare a vision statement and program philosophies;
- Prepare an Operational Plan aligned to the ALA HP Preparation Calendar for the duration of the program;
- Be a member of the Interview Panel for the selection of the Manager, Assistant Coaches and other team personnel positions;
- In consultation with Team Personnel, direct the 2017 U23 Australian Men's/Women's Team program;
- Chair the Selection Panel for Squad and Team selections; with input from Assistant Coaches.

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

The U23 Australian Men's/Women's Team/Squad will:

- Compete in the 2017 APLU ASPAC Championship and in other tournaments and competition, as sanctioned by the Australian Lacrosse Association Ltd;
- Provide opportunities for talented U23 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;
- Prepare and train on a schedule as determined by the Head Coach with an emphasis given to both self discipline and performance;
- Promote a balance of time management between family, education, U23 squad/team, state team and club team obligations.

## **A. PRIMARY JOB PURPOSE**

To provide overall direction and management of the 2017 U23 Australian Men's/Women's Team program with preparation under the principles of the ALA High Performance Program Policy, including intensive and high quality training, support services (where possible) and competition opportunities for high performance athletes.

## **B. JOB RESPONSIBILITIES**

### **Technical**

#### *Coaching*

- Undertake the role as Head Coach of the U23 Australian Men's/Women's Team to compete in the 2017 APLU ASPAC Championship;
- 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 team preparation in alignment with the ALA HP Preparation Calendar utilising an intensive training program, including competition opportunities and integrated with Squad and Team camps;
- Plan and coordinate team and individual training programs on a weekly basis, including Strength & Conditioning, during both squad and team preparation;
- Pursue leading edge initiatives including advanced athlete development, recovery, training procedures, techniques and methods;

- Maintain a Strength & Conditioning Program, in consultation with the Strength & Conditioning Coach, conducive to the physical development of athletes for the 2017 APLU ASPAC Championship.
- 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, Assistant Coaches, State Team Coaches, Club Coaches, parents and other stakeholders regarding the athletes in the squad/team.

#### *Support Services*

- Co-ordinate, where applicable, the delivery of support services including strength and conditioning activities, injury prevention and injury management;
- Establish an acceptable balance of individual development, family, educational and sporting commitments, 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 ALA Director of High Performance;
- Manage team personnel, including the Strength & Conditioning Coach, Assistant Coaches, Managers and Medical Officer/s to meet all team requirements;
- Consult with the ALA Director of High Performance 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 to ALA, no more than 60 days following the conclusion of the 2017 APLU ASPAC Championship;
- Adhere to the ALA Team Personnel Agreement, ALA Constitution, ALA Policies and APLU ASPAC Event By-Laws;
- Support the development of Assistant Coaches;
- Provide assistance to researchers who have been authorised to undertake work on behalf of ALA.

#### *Athlete Administration*

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

#### *Selection*

- In conjunction with selectors, select a Squad/Team of U23 lacrosse athletes.
  1. U23 as at Fri 9 June 2017; ( ie. maximum age of 22 as at 9 June 2017)  
*Minimum age eligibility, must be 16 years of age as at 9 June 2017*
  2. Australian Passport Holder; or
  3. Permanent Residency Visa Holder.

#### *Team Personnel*

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

### **C. ISSUES AND CHALLENGES**

- Maintain a focus on individual athlete development and team cohesion, while preparing to compete in the 2017 APLU ASPAC Championship;
- Balance program management duties/responsibilities with active coaching;
- Maintain enthusiasm and motivation of athletes during their extensive training regime of U23 Squad/Team, state team and club team commitments and competition;
- Manage a diverse range of individual personalities of athletes and issues that arise with high performance athletes.

### **D. ORGANISATIONAL ENVIRONMENT**

#### **Reporting Relationships**

**Direct:** ALA Director of High Performance, ALA High Performance Manager/s, ALA President.

**Lateral:** ALA Directors, Assistant Coaches, Squad Coaches, State Team Coaches, Club Coaches, State Association Administrators.

### **E. KEY SELECTION CRITERIA**

#### **Qualifications:**

- ALA Coach Accreditation (Level 1, Club Coach);
- 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, will be treated as the equivalent to formal qualifications);*
- At least seven (7) years of lacrosse coaching, in positions of responsibility. Involvement in club administration and sport promotion positions will also be considered. *(It is unlikely that those without considerable club and state team coaching positions, would have sufficient experience to qualify for this 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, Skills and Ability:**

- Capacity to develop athletes for world level competition;
- Capacity to develop players and team, for world level competition;
- Capacity to formulate, analyse and respond to game strategies;
- Specific knowledge of game concepts and demonstrated delivery and results of;
  - technical development of individual players;
  - principles of play;
  - scenarios and outcomes;
  - game sense aspects.
- 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;
- Capacity to develop a selection criteria for Squad and Team players;
- Sound personnel, financial, administration and IT skills.

### Personal Attributes

- General coaching philosophies to influence the development of the U23 Australian Team and individual players;
- Personal core values to enhance the ALA 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, coaches, manager/s, parents, service providers, ALA administration, media, etc.

### G. ALA HP PREPARATION CALENDAR - Camps and Competition

- **Camps and Competition**

#### 2016

NOV/DEC 2016	U23 Men 2017, State Based Camps #1	
	U23 Women 2017, State Based Camps #1	
	Saturday 26 Nov	Melbourne
	Saturday 3 Dec	Adelaide
	Saturday 10 Dec	Perth

#### 2017

##### JANUARY 2017

Tues 3 – Sun 8 Jan	U23 Men 2017, Squad Camp #2	Melbourne
	U23 Women 2017, Squad Camp #2	Melbourne
<i>Tues 3 – Sat 7 Jan</i>	<i>Southern Crosse Tournament SXT</i>	<i>Melbourne</i>

##### MARCH 2017

Sat 11 – Mon 13 Mar	U23 Men 2017, Squad Camp #2	Location TBC
	U23 Women 2017, Squad Camp #2	Location TBC

##### JUNE 2017

<i>Mon 12 June</i>	<i>(Queens Birthday SA, Vic)</i>	
Sat 10 - Wed 14 June	2017 JLA Friendship Games	Japan
Fri 16 – Sat 24 June	2017 ASPAC Championship <b>U23 Australian Men's Team</b> <b>U23 Australian Women's Team</b>	Jeju Island, Korea

- Timelines of the following aspects to be included in the Operational Plan;
  - State Based Training details
  - Strength and Conditioning Program
    - Commencement, Duration, Periodisation
  - Specialist Coaching, Nutrition Education
    - timelines
  - Player Feed Back
    - Process and implementation
  - Squad Selection points
    - Dates / Squad number
  - Team Selection

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

### **PROGRAM**

1. A sound base of world class athletes prepared for progression to senior Australia Squad/Team.
2. Implementation and integration of leading edge approaches in coaching, sports science, sports medicine and technology.
3. Operates within ALA HPPP parameters.

### **TEAM**

1. To finish in the top two at the 2017 APLU ASPAC Championship.

### **ATHLETES**

1. To achieve an agreed set of goals/targets of individual performance in the areas of physical, technical, attitude, mental toughness and competition performance;
2. To advance to the senior Australian Squad
3. Recruited/Attended a USA College/University as an NCAA Student Athlete.