



**AUSTRALIAN LACROSSE  
ASSOCIATION LTD.**

**POSITION DESCRIPTION**

***Head Coach  
U19 Australian Women's Team  
2019***

## **POSITION DESCRIPTION:**

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

The Head Coach will:

- Prepare a vision statement and program philosophies;
- Prepare an Operational Plan and Preparation Calendar aligned to the ALA HP Calendar;
- Be a member of the Interview Panel for the selection of the Manager, Assistant Coaches and other team personnel positions;
- In consultation with ALA, direct Team Personnel and the Team program;
- Head the Selection Panel for player selections, with input from Assistant Coaches.

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

The U19 Australian Women's Lacrosse Team/Squad will:

- Compete in the 2019 FIL U19 Women's Lacrosse World Championship and in other tournaments and competition, as sanctioned by ALA;
- 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 as determined and in alignment with the ALA HP Calendar, with an emphasis given to both self discipline and performance;
- Promote a balance of time management between family, education, squad/team, state team and club team obligations.

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

To provide overall direction and management of the 2019 U19 Australian Women's Team program aligned to the ALA HP Calendar and under the ALA High Performance Program Policy, including high performance preparation principles and competition opportunities for athletes.

### **B. JOB RESPONSIBILITIES**

#### **Technical**

##### *Coaching*

- Undertake the role as Head Coach of the U19 Australian Women's Team to compete in the 2019 FIL U19 Women's Lacrosse World Championship;
- Provide expert team, specialist and individual coaching;
- Identify for each individual athlete, areas for improved performance, with strategies and actions for their advancement.

##### *Program development*

- Implement an operational plan aligned to the ALA HP Calendar and including competition opportunities integrated with Squad and Team camps;
- Plan and coordinate team, specialist and individual training programs on a weekly basis during both squad and team preparation and competition;
- 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 2019 FIL U19 Women's Lacrosse World Championship.
- Establish a program which will balance the focus on winning as well as promoting and developing good sportsmanship and personal development;
- Consult directly with the ALA Director of High Performance and liaise with Assistant Coaches, State Team Coaches, Club Coaches, parents and other stakeholders regarding 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 communication 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 FIL 2019 U19 Women's World Championship;
- Adhere to the ALA Team Personnel Agreement, ALA Constitution, ALA Policies and FIL World 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 Assistant Coaches, select players for the Squad/Team, eligible under ALA and FIL rules and policies.
  1. U19 as at 31 August 2018
  2. Australian Passport Holder; or
  3. Non Passport Holder, eligible under FIL rules;

[https://filacrosse.com/wp-content/downloads/women/Competition/WCPlayerEligibilityCriteria\\_July-2016.pdf](https://filacrosse.com/wp-content/downloads/women/Competition/WCPlayerEligibilityCriteria_July-2016.pdf)  
**(FIL U19 minimum age eligibility, must be 15 years of age, as at the day before competition; 31 July 2019)**

*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 2019 FIL U19 Women's Lacrosse World Championship;
- Balance program management duties/responsibilities with active coaching;
- Maintain enthusiasm and motivation of athletes during their extensive training regime of U19 Squad/Team, state team and club team commitments and competition;
- Manage a diverse range of individual personalities and issues arising 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 ten (10) years of lacrosse coaching at a high level, with a sound record of achievement;
- Involvement in positions of responsibility, including sports 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 of coaching positions at club and state level. Previous National level is desired;
- 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 player talent 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 U19 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.

#### **Preparation Calendar**

- Provide a detailed Operational Plan aligned to the ALA HP Calendar (section G.), for the 2019 U19 Australian Women's Team program, with reference and alignment to the ALA HP Calendar. Timelines of the following aspects to be included;
  - Strength and Conditioning; Program, Periodisation, Testing
  - Squad Camps
    - Aims and Outcomes
  - Specialist Coaching, Nutrition Education
    - Timelines of delivery
  - Player Feed Back
    - Process and implementation
    - Timelines of delivery
  - Squad Selection points
    - Timelines
  - Tournaments
    - Aims and Outcomes
  - Team Selection
    - Timelines
  - Senior Nationals and U18 Nationals
    - 2018
    - 2019
  - Pre 2019 U19 World Championship
    - Lead up games, Dates, Locations
  - 2019 FIL U19 Women's World Championship
    - Peterborough Canada, Thurs 1 – Sat 10 Aug 2019
  - Debriefing

- o Timelines, aims and outcomes.

## F. KEY RESULT AREA AND INDICATORS

### PROGRAM

1. A sound base of world class athletes prepared for progression to U23 and senior Australian Teams.
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 2019 FIL U19 Women's World 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. Recruited/Attended USA College/University as NCAA Student Athletes.

## G. ALA HP CALENDAR

1. Reference of programmed Camps, Tournaments and Tours, for the preparation of applicants proposed Operational Plan, with consideration to athlete costs and financial aspects.

### 2017

#### DECEMBER

Sat 9 & Sun 10 Jan	State Based Camp, 32 athletes	Melbourne
Fri 15 & Sat 16 Dec	State Based Camp, 19 athletes	Perth
Sun 17 & Mon 18 Dec	State Based Camp, 46 athletes	Adelaide

### 2018

#### JANUARY

Tues 2 Jan	Perth & Adelaide Squad Members, travel day.	
Wed 3- Sun 7	2018 ALA Southern Crosse Tournament SXT and U19 Squad Camp #1 Teams: U19 Women's Squad as 6 teams U20 Kanto - Japan U20 Tokai - Japan U19 NZ Round Robin format, with Ranking Finals. Note: Game schedule to be modified to suit travel requirements of visiting teams.	Melbourne

#### FEBRUARY

Sat 24 & Sun 25	ALA National Conference	Perth
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#### MARCH

Sat 3 & Sun 4 Mar	U19 Squad Camp #2	Adelaide
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#### MARCH/APRIL

AUSTRALIAN LACROSSE ASSOCIATION

ABN 124 440 124

Wed 28 or Thur 29 or Fri 30 TBC – Mon 2 Apr

2018 U18 Boy's & Girls Nationals Adelaide

MAY

JUNE

Wed 6 or Thur 7 or Fri 8 TBC - Sun 10 Jun

2018 ALA Senior Nationals Perth

JULY

AUGUST

SEPTEMBER/OCTOBER

Sun 29 Sept – Sat 6 Oct 2018 ALA U15 Nationals Melbourne

Thur 4 – Sun 7 Oct U19 Squad Camp #3 Melbourne

NOVEMBER

DECEMBER

Wed 19 – Sat 22 Dec U19 Squad Camp #4 Adelaide

**2019**

JANUARY

Wed 2 – Sun 6 Jan 2019 ALA Southern Crosse Tournament SXT Melbourne  
and U19 Squad Camp #5

FEBRUARY ALA National Conference TBA

MARCH

Sun 9 – Mon 11 Mar U19 Women's Team Camp #1 Perth or Adel

APRIL

Wed 17 or Thurs 18 or Fri 19 TBC – Mon 22 Apr  
2019 U18 Boy's & Girls Nationals Perth

MAY

JUNE

Wed 5 or Thurs 6 or Fri 7 TBC – Sun 9 Jun  
2019 ALA Senior Nationals Melbourne  
U19 Women's Team Camp #2

JULY

. Departure .  
. Pre-World Championship arrangements .

AUGUST

Thur 1 Sat 10 Aug 2019 FIL U19 Women's Lacrosse World Championship  
Peterborough Canada