



HIGH PERFORMANCE DIRECTOR

POSITION DESCRIPTION

1. INTRODUCTION:

All Australian Lacrosse teams are responsible to the Australian Lacrosse Association (ALA), the National Governing Body for the sport of lacrosse for both men and women which is responsible for the governance, development, promotion and administration of lacrosse in Australia. The Secretariat is currently located in Point Cook, Victoria. The ALA is administered solely by volunteers. Member Associations are located in Victoria, New South Wales, South Australia, Western Australia, Tasmania and Queensland.

The High Performance Program Policy (HPPP) outlines the various principles, practices and policies associated with any team. Any deviation from this Policy must be approved by the ALA Board.

2. REPORTING:

The High Performance Director reports directly to the ALA Board via the Administration Director. Reporting to the High Performance Director includes the following:
High Performance Manager/s
Australian Team Personnel

3. TIME COMMITMENT:

The position requires flexibility to meet varying deadlines. It is anticipated that approximately ten (10) hours per week would be required to meet the demands of this position.

4. REMUNERATION:

An honorarium is provided, as well as agreed expenses, that include attendance at ALA Board meetings (not less than 3 per year), travel for courses/forums/consultation and travel to national events as required.

5. TERM:

This is a two (2) year Independent Director position, commencing mid-February 2018 – 30 November 2020, noting that a review will be held at 3 months, with ongoing appointment contingent upon satisfactory performance.

6. POSITION SUMMARY:

The High Performance Director will be responsible for the implementation and ongoing development of the High Performance Program Policy.

7. HIGH PERFORMANCE PROGRAM POLICY DEVELOPMENT (HPPP):

ALA will develop, prepare and circulate a HPPP covering each Australian Team. The HPPP will cover all aspects relating to Team Personnel and the Squad/Team and will:-

- Provide quality development programs in the areas of Athlete Preparation, Skill Development, Strength & Conditioning, Nutrition Education, Body Management, Recovery, Time Management Support, Anti-Doping protocols and Sports Psychology
- Provide suitable qualified coaches and selection panels who adhere to the ALA Codes of Conduct Policies
- Ensure all squad members are given equal opportunity to be considered for the Squad/Team, and provided with skill development opportunities to assist them reach their potential and
- Develop Best Practice management strategies in order to provide a safe environment for players and officials to effectively deliver the program.

For further specifics regarding the existing current High Performance Program Policy please go to

<http://lacrosse.com.au/media/184528/ala-high-performance-program-policy-6march2017.pdf>
or contact the ALA Administration Director Vivienne Parker-White administration@lacrosse.com.au

8. KEY RESPONSIBILITIES:

1. Implement, review and refine and oversee the ALA High Performance Program Policy
2. Optimize development pathways for athletes and coaches at all levels
3. Maintain and build a strategy to ensure all Australian lacrosse teams maximize their talent and achieve excellence on the international stage
4. Reinforce a performance culture that encourages players and coaches to train and prepare like winners, and that will also facilitate the taking of risks in order to achieve personal excellence
5. Provide a High Performance Program that is benchmarked on international excellence but adapted to maximize Australian talent
6. Establish annual competition and training program for athletes
7. Manage any issues relevant to athlete performance, behavior, or any other significant issues arising
8. Develop resources and communication networks for athletes and officials to support their development
9. Manage budgets and associated planning for each of the ALA High Performance Programs
10. Prepare reports, including financials as required for ALA Board meetings
11. Oversee and manage the ALA High Performance Manager in the positions role to assist the ALA Director.

9. KEY SELECTION CRITERIA, KNOWLEDGE, SKILLS AND EXPERIENCE:

1. Appropriate tertiary qualifications in areas such as sports science, coaching and high performance
2. In-depth understanding and application of the principles of coaching, sports science, medicine and technology within a high performance program
3. Ability to plan and evaluate high performance programs
4. Comprehensive technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments
5. Strong knowledge and understanding of staff recruitment
6. Effective communication skills to liaise with internal clients (e.g. Member Associations) and external clients (e.g. State Institutes of Sport and the Australian Institute of Sport)
7. Well developed interpersonal, oral and written communication and people management skills
8. Sound financial and administration skills including report writing and financial analysis
9. Strong organizational skills to ensure e.g. maintenance of accurate and up-to-date records
10. Current driver's license

HOW TO APPLY

Applicants must submit the following to the ALA Administration Director, Mrs. Vivienne Parker-White, by **Wednesday 31 January 2018**:

1. A letter of introduction outlining why you would be suitable for the position
2. A brief resume including your achievements and experience, qualifications, work history and two (2) referees.
3. A response to each of the ten selection criteria

All applications must be submitted in electronic format to administration@lacrosse.com.au

For further information contact Vivienne Parker-White on 03 9395 3486 or 0409 238 448