



## **AUSTRALIAN LACROSSE ASSOCIATION LTD.**

### **POSITION DESCRIPTION**

***Head Coach  
U23 Australian Men's Team  
2019***

***Head Coach  
U23 Australian Women's Team  
2019***

## **POSITION DESCRIPTION:**

### **Australian Lacrosse Association**

ALA is the National Governing Organisation responsible for lacrosse in Australia, including Governance, Growth and High Performance, while maintaining Australia's position as a leading lacrosse nation.

ALA High Performance delivers seven Australian Team Programs; U19 Men and Women, U23 Men and Women, Men and Women and Men's Indoor.

High Performance is one of the key Pillars of the ALA Strategic Plan, underpinned by all aspects of Operating Policy's and Principles, while building the capabilities and promotion of High Performance players and teams.

### **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;
- Provide input to the Interview Panel for the selection of the Manager/s, Assistant Coaches and other team personnel positions;
- In consultation with ALA and Team Personnel, direct the 2019 U23 Australian Men's/Women's Team program;
- Chair the Selection Panel for player selections; with input from Assistant Coaches.

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

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

- Compete in the 2019 APLU ASPAC Championship and in other tournaments and competition, as sanctioned by ALA;
- 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 leadership of the 2019 U23 Australian Men's/Women's Team program with preparation under the principles of the ALA High Performance Program Policy and ALA HP Preparation Calendar; 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 and compete in the 2019 APLU ASPAC Championship;

Head Coach, 2019 U23 Australian (Men's / Women's) Team

- 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 strength & conditioning, competition opportunities and integrated with Squad and Team camps;
- Plan and coordinate Squad and Team Camps, as well as State Based Sessions together with 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 Squad Members with a Strength & Conditioning Program supported by periodic physical testing, in consultation with a Strength & Conditioning Coach, conducive to the physical development of U23 athletes for the 2019 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, High Performance Manager/s, 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; Strength & Conditioning Coach, Assistant Coaches, Managers and Medical Officer/s to meet all squad and team requirements;
- Consult with the ALA Director of High Performance to provide effective solutions to issues and concerns within the program;
- Participate in meetings and forums concerned with ALA High Performance Programs;
- Prepare a final report and submit to ALA, no more than 60 days following the conclusion of the 2019 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 Coach/s;
- 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 physical testing results;

*Selection*

- In conjunction with selectors, select a Squad/Team of U23 lacrosse athletes.
  1. U23 as at 31 August 2018; ( ie. maximum age of 22 as at 31 Aug 2018)  
**Minimum age eligibility: Must be 16 years of age as at 21 June 2019**
  2. Australian Passport Holder; or
  3. Permanent Residency Visa Holder.

*Team Personnel*

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

**C. ISSUES AND CHALLENGES**

- Maintain a focus on individual athlete development and team cohesion, while preparing to compete in the 2019 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 with a proven record of player development and team success. 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 selection;
- 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**

**Training, Camps and Competition**

- Provide a detailed Operational Plan (draft) for each of the listed State Based Camps, Squad Camps and Team Camps in the ALA HP Preparation Calendar. Include training sessions and example daily schedule.

Timelines of the following aspects to be included in the submitted draft Operational Plan;

- State Based Training details
- Strength and Conditioning Program
- Commencement, Duration, Periodisation
- Specialist Coaching, Nutrition Education
- Player Feed Back outline
- Squad Selection points
- Team Selection Criteria

**2018**

OCTOBER 2018

2019 U23 **Men**, State Based Camps #1 (two days)

Sat 13 & Sun 14 Oct Perth

Sat 20 & Sun 21 Oct Adelaide

Sat 27 & Sun 28 Oct Melbourne

2019 U23 **Women**, State Based Camps #1 (two days)

Sat 13 & Sun 14 Oct Perth

Sat 20 & Sun 21 Oct Adelaide

Sat 27 & Sun 28 Oct Melbourne

DECEMBER 2018

2019 U23 **Men**, Squad Camp #2 (three days) Location: TBA  
Fri 21 – Sun 23 Dec

2019 U23 **Women**, Squad Camp #2 (three days) Location: TBA  
Fri 21 – Sun 23 Dec

JANUARY 2019

Wed 2 – Sun 6 Jan

2019 ALA Southern Crosse Tournament SXT Melbourne

2019 U23 Men, Squad Camp #3 (four days) *Team Selection*

2019 U23 Women, Squad Camp #3 (four days) *Team Selection*

MARCH 2019

Sat 11 – Mon 13 Mar

2019 U23 Men, Team Camp #1 (three days) Location: TBA

2019 U23 Women, Team Camp #1 (three days) Location: TBA

JUNE 2019

Thurs 6 – Sun 9 June

*Senior Nationals*

*Melbourne*

Mon 10 June

*(Queens Birthday SA, Vic)*

Fri 14 June

Depart for Japan

Sat 15 – Tue 18 Jun

2019 JLA Friendship Games

Osaka Japan

Wed 19 Jun

Flight; Osaka Japan to Korea

Thurs 20 Jun

Teams Check-in

Gyeongju Korea

Fri 21 Jun

Opening Ceremony, Coaches, Managers Meeting.

Sat 22 – Sat 29 June

2019 ASPAC Championship

**U23 Australian Men's Team**

**U23 Australian Women's Team**

Sun 30 Jun

Return Flight; Korea to PER,ADE,MEL.

**F. KEY RESULT AREA AND INDICATORS**

**PROGRAM**

1. A sound base of world class athletes prepared for progression to senior Australia Squad/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. Gold Medal game of the 2019 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.