AUSTRALIAN LACROSSE ASSOCIATION LTD.

POSITION DESCRIPTION

Head Coach
U19 Australian Men’s Team
2020
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 High Performance Principles, while building the capabilities and promotion of High Performance players and teams.

Functions of the Head Coach
The Head Coach will:
• Prepare a Team Vision Statement and squad/team 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 2020 U19 Australian Men’s Team program;
• Chair the Selection Panel for Squad and Team selections; with input from Assistant Coaches.

Function of the Squad/Team
The 19 Australian Men’s Squad/Team will:
• Compete in the 2020 FIL U19 Men’s World Championship and in other tournaments and competition, as sanctioned by the ALA;
• Provide opportunities for talented U19 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, U19 squad/team, state team and club team obligations.

A. PRIMARY JOB PURPOSE
To provide leadership of the 2020 U19 Australian Men’s Team program, with athlete 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 U19 Australian Men’s Team to compete in the 2020 FIL U19 Men’s World Championship;
- Provide expert team coaching and specialist 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 U19 athletes for the 2020 U19 Men’s World 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, ALA High Performance Manager, 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;
- Adhere to the ALA Team Personnel Agreement, ALA Constitution, ALA Policies and FIL World Event By-Laws;
- Support the development of Assistant Coaches;
Head Coach, 2020 U19 Australian Men’s Team

- Provide assistance to researchers who have been authorised to undertake work on behalf of ALA.
- Prepare a final report and submit to ALA, no more than 60 days following the conclusion of the 2020 FIL U19 Men’s World Championship;

**Athlete Administration**
- Oversee individual athlete performance including the recording of physical testing results;

**Selection**
- In conjunction with selectors, select a Squad/Team of U19 lacrosse athletes.
  1. **U19 as at 31 August 2019**
  2. **Australian Passport Holder; or**
  3. **Permanent Residency Visa Holder.**
     *(FIL U19 men minimum age eligibility; must be 16 years of age as at Wed 8 July 2020)*

**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 2020 FIL U19 Men’s 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 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**
*(all points must be address in written application)*

**Qualifications:**
- ALA Coach Accreditation (Level 1, Club Coach);
- ASC Community Coach General Principles, Modules 1, 2, 3 and 4
- ASC Intermediate Coach, Worksheet 1 – 13
- 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, in positions of responsibility, including 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.
- Working With Children Check (as required by state governments)

**Experience:**
- In-depth coaching experience and demonstrated success, in coaching positions at club and state level, and or NCAA coaching positions;
- 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 tactics and 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 the selection of athletes/player to the Squad and Team;
- Sound personnel, financial, administration and IT skills.

**Personal Attributes**
- General coaching philosophies to influence the development of athletes/players for the U19 Australian Squad/Team;
- 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.

**F. ALA HP PREPARATION CALENDAR**

**Training, Camps and Competition**

Provide a detailed draft outline of an Operational Plan, for each of the State Based Camps, Squad Camps and Team Camps, listed in the ALA HP Preparation Calendar below. Include training sessions and example of daily schedule.
Please Note: Timelines of the following aspects to be included in the draft Operational Plan;

- State Based Training sessions
- 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 U19 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

DECEMBER 2018
2019 U19 Men, State Based Camps #2 (two days)
Sat 8 & Sun 9 Dec
Perth
Sat 15 & Sun 16 Dec
Adelaide
Sat 22 – Sun 23 Dec
Melbourne

JANUARY 2019
Wed 2 – Sun 6 Jan
2019 ALA Southern Crosse Tournament SXT
Melbourne
2020 U19 Men, Squad Camp #3 (five days)
(U19 Squad divided into multiple teams for SXT)

MARCH 2019
TBC

APRIL 2019
Fri 19 – Mon 22 Apr
2019 ALA U18 Boys Nationals
Perth WA
(Several Squad Members will be in State Teams)

JUNE 2019
Thurs 6 – Sun 9 June
2019 ALA Senior Nationals
Melbourne Vic
(Some Squad Members may be in State Teams)
Mon 10 June
(Queens Birthday SA, Vic)

JULY 2019
2019 U19 Men, State Based Camps #4 (one day)
Sun ?? Jul
Date TBC
Perth
Sun ?? Jul
Date TBC
Adelaide
Sun ?? Jul
Date TBC
Melbourne

OCTOBER 2019
Sat 19 & Sun 20 Oct
2020 U19 Men, Squad Camp #5 (two days)
Location : TBC
DECEMBER 2019
Fri 20 - Sun 21 Dec 2020 U19 Men, Squad Camp #6 (two days)
Location : TBC

JANUARY 2020
Fri 3 – Tue 7 Jan 2020 ALA Southern Crosse Tournament SXT Melbourne
2020 U19 Men, Squad Camp #7 (five days)
(U19 Squad/Team to compete in SXT)

MARCH 2020
Sat 7 – Mon 9 Mar 2020 U19 Men, Team Camp #8 (three days)
Location : TBC

APRIL 2020
Fri 19 – Mon 22 Apr 2019 ALA U18 Boys Nationals Melb VIC TBC
(Several Squad Members will be in State Teams)

JUNE 2020
Thurs 4 – Sun 7 June 2020 ALA Senior Nationals Adelaide
(U19 Men’s team competing in the event)
Mon 8 June (Queens Birthday SA, Vic)

JULY 2020
Wed 1 Jul U19 Men’s team departs TBC

Thurs 9 – Sat 18 July 2020 FIL U19 Men’s World Championship Limerick Ireland

G. 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. To finish in the top three at the 2020 FIL U19 Men’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. To advance to the senior Australian Squad
3. Recruited/Attended a USA College/University as an NCAA Student Athlete.