



**AUSTRALIAN LACROSSE
ASSOCIATION LTD.**

POSITION DESCRIPTION

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

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U23 Australian Men's Team
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POSITION DESCRIPTION:

Australian Lacrosse Association ALA

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 U19 Women, U23 Men and U23 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, High-Performance Principles and procedures, while building the capabilities and promotion of High-Performance players and teams.

Functions of the Assistant Coach

The Assistant Coach will:

- Reinforce the vision statement and squad/team philosophies;
- Support the Head Coach, to deliver the Operational Plan;
- Be a member of the Selection Panel for Squad and Team selections, to provide input.

Function of the Team/Squad

The U23 Australian Squad/Team 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, squad/team, state team and club team obligations.

A. PRIMARY JOB PURPOSE

To support the Head Coach, in all aspects of the 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 Assistant Coach of the U23 Australian Team to compete in the 2019 APLU ASPAC Championship;
- Provide expert team coaching and specialist individual coaching;
- Contribute to the identification for each individual athlete, areas for improvement, strategies and actions for advancement, in consultation with the Head Coach.

Program development

- Contribute to the planning and implementing 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;
- Contribute to the planning and coordination of 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;
- Support the Head Coach to 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 athletes for the 2019 APLU ASPAC Championship;
- Contribute to the program which will balance the focus on winning as well as promoting and developing good sportsmanship and personal development;
- Liaise with the Head Coach, ALA Director of High Performance, ALA High Performance Manager, State Coaches, Club Coaches, parents/partners 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 between sporting, personal and educational development 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 Head Coach;
- Maintain communication with Squad/Team Personnel including other Assistant Coaches, Manager/s and Medical personnel to meet all team requirements;
- Consult with the Head Coach to provide effective solutions to any issues/concerns within the program;
- Participate in staff meetings and forums associated with the ALA High Performance Program;
- Provide a written report to ALA no later than 30 days after any tournament in which the Squad/Team has participated;
- Adhere to the ALA Team Personnel Agreement, ALA Constitution, ALA Policies and FIL World Event By-Laws;
- Support the development of State Based Coaches/Coordinators;
- Provide assistance to researchers who have been authorised to undertake work on behalf of ALA;
- Prepare a 'final' written report to ALA, no more than 60 days following the conclusion of the 2019 APLU ASPAC Championship.

Athlete Administration

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

Selection

- In conjunction with selection panel, select a Squad/Team of lacrosse athletes.

Staffing

- 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 APLU ASPAC Championship;
- Balance program management duties/responsibilities with active coaching;
- Manage a diverse range of individual athlete personalities and issues that arise with high performance athletes.
- Maintain enthusiasm and motivation of athletes during their extensive training regime of Squad/Team, state team and club team commitments and competition;

D. ORGANISATIONAL ENVIRONMENT

Reporting Relationships

Direct: Head Coach,

ALA Director of High Performance

ALA High Performance Manager, ALA President.

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

E. KEY SELECTION CRITERIA *(all points must be addressed in written application)*

Qualifications:

- ALA Coach Accreditation (Level 1, Club Coach);
- ASC Community Coach General Principles, Modules 1, 2, 3 and 4
https://www.ausport.gov.au/participating/coachofficial/generalprinciples/community_coaching_general_principle (or Dip. Ed, or tertiary studies, or equivalent)
- 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 five (5) 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 WWCC (as required by state governments)

Experience:

- In-depth experience and demonstrated success, in coaching positions at club and state level, and or NCAA/NLL coaching positions;
- Experience and proven capability in the holistic development of 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 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 support to the Head Coach for the implementation of the Operational Plan, for each of State Based Camp, Squad Camp and Team Camps, listed in the ALA HP Preparation Calendar below.

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: Adelaide
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 (five days) *Team Selection*
2019 U23 **Women**, Squad Camp #3 (five 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 APLU ASPAC Championship
U23 Australian Men's Team
U23 Australian Women's Team

Sun 30 Jun Return Flight; Korea to PER,ADE,MEL.

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. 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.