

May 2022

Position Description

Position Title	General Manager Performance & Pathways
Location	Sydney Olympic Park
Department	Community and Pathways
Reporting to	Executive General Manager Community and Pathways
Direct Reports	Regional Performance & Pathways Manager Workforce Manager NSW Performance Umpire Coach Lead Strength & Conditioning Coach Performance & Pathways Coordinator Workforce Coordinator
Employment	Full Time

NETBALL NSW OVERVIEW

Netball NSW is a not-for-profit organisation and is governed by a Board of Directors and managed by professional staff. Netball NSW is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout New South Wales and is affiliated to Netball Australia.

Netball NSW provides the framework for over 115,000 registered members and over 150,000 in total participants to enjoy netball at all levels of performance throughout New South Wales. Our sport continues to grow both on and off the court and much of this success can be attributed to the wide range of programs, facilities and services Netball NSW offers to its members and participants - from the grassroots level through to the elite, professional level.

Netball NSW has a proud history of elite netball teams and athletes' performances in national and international competition. Over 300 athletes have proudly represented NSW in elite competition since the inception of the national netball league in 1997 and then the ANZ Championship. 2017 saw the introduction of the Suncorp Super Netball, the top Australian domestic competition which includes two Netball NSW elite teams, the NSW Swifts and GIANTS Netball.

GIANTS Netball

Suncorp Super Netball began a new chapter in Australian Netball history in 2017, and with it the introduction of GIANTS Netball.

Owned and operated by Netball NSW, in a strategic alliance with GWS GIANTS AFL, GIANTS Netball was formed on the basis of providing more opportunities for the 115,000 registered Members in NSW, including: to represent their State and club at Netball's highest domestic level; and provide opportunities for fans and members to watch the world's best netballers live in action.

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NSW Swifts

Suncorp Super Netball began a new chapter in Australian Netball history in 2017, and coincided with the next generation of NSW Swifts, with the 2017 playing roster boasting some of international netball's most promising players. The combined average age of the NSW Swifts playing group was just 23 years old; a far cry from some of the more experienced rosters they would be facing in the competition's first year.

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Both GIANTS Netball and NSW Swifts remain committed to being strong role models for young netballers around NSW, Australia and the world, and for representing their teams to the best of their ability. The clubs strive to be a competitive force in every year of the league and be a top 4 team each and every season and compete for the SSN title.

Our Vision:

Netball is NSW's leading sport of choice and opportunity

Our Purpose:

Lead and support our Netball community to grow and thrive

Our Values & Behaviours:

- **WELCOMING:** We are an inclusive community for everyone.
- **ONE TEAM:** We respect and value each other.
- **BEST ALWAYS:** We aspire to excellence.
- **INTEGRITY:** We play fair and take ownership of our actions.
- **FUN:** We love what we do.

PURPOSE OF THE POSITION

The General Manager Performance & Pathways will create a vision, lead a team and deliver programs that ensure that the Netball NSW Performance & Pathways programs lead the way in delivering positive experiences that challenge and inspire a drive to strive for success.

KEY RESPONSIBILITIES

Accountabilities	Overview of Tasks
Team leadership	<p>Leadership of Performance & Pathways team to include:</p> <ul style="list-style-type: none"> • Develop and share an innovative and purposeful vision for the Performance & Pathways team. Sparkle. Strive. Shine which includes goals for the development and support of athletes, umpires, coaches, officials and parents. • Establish a positive Performance & Pathways team culture to maximise strong results and staff retention. • Manage the team budget, marketing plan, meetings, KPI's, grant applications, policies and reports. • Collaborate with partners and stakeholders including Netball Australia, QBE Swifts Academy and GIANTS Netball Academy, Sports High Schools Association, Regional Academies of Sport, Office of Sport, Premier League Franchises and Associations to support Netball NSW vision
Performance athlete development	<p>Manage State and Emerging Teams and First Nations Performance Programs to ensure sustained success for NSW to include:</p> <ul style="list-style-type: none"> • Develop strategies and programs for talent identification, depth chart and selection trials for performance athletes. • Develop technical, tactical and physical programs that maximise long term athlete development. • Improve opportunities for rural, remote and First Nations athletes. • Increase athlete voice mechanisms and focus on wellbeing. • Define and promote a Waratah culture that connects community, pathways and SSN.
Performance coach development	<p>Manage education programs that ensure the ongoing growth and retention of pathways & performance coaches to include:</p> <ul style="list-style-type: none"> • Create coach resources to achieve the aligned and best practice delivery of programs statewide– Coaching the Waratah Way • Deliver education programs to Performance & Pathway coaches such as Connect & Learn, Performance session observation and the Targeted Coach Program.

Accountabilities	Overview of Tasks
	Manage the talent identification, depth chart, mentoring and appointment process for Performance Coaches.

SELECTION CRITERIA

Candidates for the position will require a range of personal and professional skills including:

Qualifications and experience	<ul style="list-style-type: none"> • Relevant tertiary qualifications in Sports Management, Sports Science, Coaching or a related field and/or proven experience in a similar role with a strong track record of delivering results. • Minimum five (5) years of management experience in a related field of employment. • Experience in the development, implementation and monitoring of Athlete and Coach Performance strategies. • A strong understanding of current trends in Performance sport. • A proven ability to create plans, drive results and deliver on budget.
Knowledge and skills	<ul style="list-style-type: none"> • Strong communicator, able to develop effective working relationships, influence, lead and motivate staff and key stakeholders. • Excellent written and confident presentation skills. • Flexible, adaptable and proactive approach. • Strong desire to drive change and make continuous improvement. • Commitment to creating culturally safe, athlete-centred performance sport programs. • High degree of professional ethics and integrity.
Personal attributes	<ul style="list-style-type: none"> • A motivation to inspire, empower and enable others. • Passionate and prepared to go above and beyond. • Work Health and Safety • Commitment to Netball NSW Values.
Working With Children Check (WWCC)	In accordance with Child Protection legislation candidates will be required to provide a Working With Children Check (WWCC) clearance number for verification by Netball NSW prior to employment. Selection of the successful candidate will be based upon the results of child protection screening and relevant reference checks.
COVID vaccinations	Proof of double vaccination to COVID 19 or supply a medical exemption

KEY PERFORMANCE INDICATORS

- KPI's will be determined and agreed annually.

EQUAL EMPLOYMENT OPPORTUNITY

Netball NSW is committed to providing equal employment opportunities. We encourage applications from people from diverse backgrounds including but not limited to, Aboriginal and Torres Strait Islander people; people from culturally diverse backgrounds; young people; older workers; people with disabilities; the LGBTQIA+ community; and other under-represented groups.