

August 2022

Position Description

Position Title	State Performance & Pathways Manager
Location	Sydney Olympic Park
Department	Community and Pathways
Reporting to	General Manager Performance & Pathways
Direct Reports	Nil
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.

p. (02) 9951 5000
f. (02) 9951 5099
w. netballnsw.com

Netball Central
2 Olympic Boulevard, Sydney Olympic Park, NSW 2127
PO Box 396, Lidcombe NSW 1825



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.

Owned and operated by Netball NSW, NSW Swifts 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.

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 State Performance & Pathways Manager is responsible for leading Emerging Performance & Pathways throughout New South Wales.

Reporting to the General Manager Performance and Pathways, the role will provide overarching direction across the emerging talent, athletes, and coaches throughout NSW.

KEY RESPONSIBILITIES

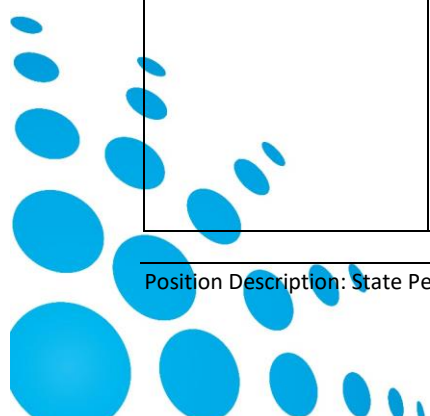
Accountabilities	Overview of Tasks
Leadership	<p>Leadership of Regional Academy of Sport (RASi) program, coaches, athletes and parents:</p> <ul style="list-style-type: none">• Develop and implement an evidence based athlete performance strategy.• Foster partnership between NNSW and RASi• Access, collate and share athlete performance research to support and underpin the framework.• Responsible for logistics and introducing innovation to the RASi Performance Camp and Academy Challenge, develop & implement an aligned and integrated performance pathway -Strive to shine. <p>Leadership of Coach Education and mentoring at Talent -T1 & T2:</p> <ul style="list-style-type: none">• Lead targeting and recruitment of quality coaches into Performance programs• Develop and organise coach education workshops, collaborative learning opportunities and mentoring for RASi program• Develop and distribute best practice coaching resources• Development and utilisation of ICPP (Individual Coaching Performance Plan) <p>Drive the Foundation Waratah Programs:</p> <ul style="list-style-type: none">• Develop a strong and sustainable Foundation pathway program to ensure long term athlete and coach involvement and development• Monitor athletes' progression into RASi Academy and future pathway programs• Implementation and delivery of suitable venues and programs for required age group and ability <p>Drive the Regional State Cup Programs:</p> <ul style="list-style-type: none">• Continue to develop a strong and sustainable regional pathway program to ensure long term athlete and coach success• Assist Regional athletes with progression and opportunities as they progress through the NNSW Pathway• Work with GM Performance and Pathways to appoint coaching teams and selectors within each region• Work with lead coach to design and implement program across all regions
Planning and Administration Management	Manage Regional Emerging Talent & Indigenous Emerging Talent Program, including:

Accountabilities	Overview of Tasks
	<ul style="list-style-type: none"> • Develop a strong and sustainable Regional Emerging Talent program to ensure long term success and equity of opportunity • Develop an Indigenous Talent Program that provides ensure long term success and equity of opportunity • Implementation and delivery of talent identification program that is informed by the holistic athlete profile • Monitoring through IAPP (Individual Athlete Performance Plan) • Coordinate athlete and parent education
Other Duties & Key Relationships	<ul style="list-style-type: none"> • Partner Liaison • RASi • Regional Development Managers • Drive development of Regional League • Longitudinal tracking of identified athletes

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"> • Minimum five (5) years of management experience in a related field of employment. • Degree qualification or other relevant tertiary qualifications in Sports Management or a related field. • Interest in sport and an understanding of the dynamics within the environment of sport. • Strong leadership skills and the ability to make difficult decisions • An ability to motivate staff, drive results and deliver to expectations set and on budget. • Excellent written, organisational, interpersonal and communications skills • Proven experience in similar role with a strong track record of delivering results.
Knowledge and skills	<ul style="list-style-type: none"> • Excellent relationship building and influencing skills • Strong problem solving and issues resolution skills • Excellent organization and time management skills • Commitment to achieving deadlines. • Flexible, adaptable and proactive approach • High level of initiative and ambition • Ability to work autonomously and within a team • Strong desire to drive change and make continuous improvement. • High degree of professional ethics and integrity • Excellent leadership skills with people at all levels in the organisation • Ability to inspire others to work towards achievement to team KPIs and the organisation's Vision and Purpose.



	<ul style="list-style-type: none"> • Brings excellent leadership qualities with an ability to coach and motivate a team, with a passion for getting the best out of people
Personal attributes	<ul style="list-style-type: none"> • Empathy and understanding of community and volunteer based environments • Outstanding people management and development capabilities. • Effective relationship building and influencing skills • A motivation to inspire, empower and enable others • An aptitude for working as a team to achieve the Organisation's objectives • Well-developed interpersonal, engagement and communication capabilities. • Flexibility, adaptability and resilience that supports effective decision-making. • Work Health and Safety • Professional and proactive attitude. • Passionate and prepared to go above and beyond. • 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.
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.

KEY PERFORMANCE INDICATORS

- KPI's will be determined and agreed annually.

