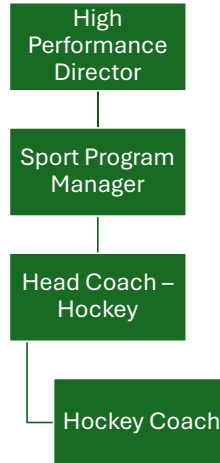


POSITION DESCRIPTION

POSITION TITLE	Hockey Coach
APPROVAL DATE	November 2024



ABOUT WAIS

The Western Australian Institute of Sport (WAIS) was established in 1984 to enable Western Australian (WA) athletes to achieve international sporting success. WAIS operates in partnership with National Sporting Organisations (NSOs) and State Sporting Associations (SSAs), the Department of Local Government Sport and Cultural Industries, and VenuesWest to deliver high performance daily training environments for sports and athletes in support of Australia’s High Performance 2032+ Sport Strategy outcomes.

Our purpose is to enable Western Australian athletes to achieve international sporting success, and our vision is to have Western Australian sporting champions creating community pride and inspiring the next generation.

We do not support a win at all costs culture – success for us is about **winning well**. We are about our people and creating a culture of excellence, teamwork and respect. From athletes to support staff, everyone at WAIS plays a critical role in our success.

OUR VALUES

Passion	Quality	Integrity	Teamwork
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POSITION PURPOSE

Support the Head Coach to deliver a high-performance daily training environment that develops WAIS hockey athletes (male and female) for selection to national squads and international success, working with WAIS performance support disciplines, and proactively collaborating with Hockey Australia/Hockey WA to align the performance pathway.

KEY RESPONSIBILITY AREAS (KRAs)

KRA 1	Athlete Performance and Wellbeing
KRA 2	Hockey program objectives
KRA 3	Leadership of the WA Performance Pathway
KRA 4	Stakeholder engagement
KRA 5	Continuous improvement
KRA 6	Coordination of resources and functions
KRA 7	Other duties

KEY RESPONSIBILITY AREAS (KRAs)	
1	Athlete Performance and Wellbeing
1.1	Lead the day-to-day coaching for athletes, including developing, motivating and empowering athletes.
1.2	Lead the development and implementation of Individual Athlete Performance plans (IAPPs) including long-term training and competition plans aligned to WAIS policy standards.
1.3	Deliver an elite daily training environment and program for nationally identified athletes inclusive of individual skills training and small group positional sessions, coaching across both genders.
1.4	Develop athletes that are HA High Performance Program (Hockeyroos, Kookaburras) capable, driving increases in WA athletes selected to national senior squads.
1.5	Ensuring athletes are coached with the WinWell culture front of mind and upheld at all times.
1.6	Monitor and evaluate the progression of hockey athletes towards Hockey Australia national squad selection.
2	Hockey program objectives
2.1	Assist the Head Coach to deliver the program vision, strategy implementation and project delivery.
2.2	Support the Head Coach to establish and implement operational plans that meet organisational objectives and optimise performance gains.
2.3	Integrate performance support services to deliver interdisciplinary solutions and optimise athlete performance aligned to periodised plans.
2.4	Optimise technical and tactical development through the capture and analysis of training and competition footage, creation of clips that facilitate athlete feedback sessions, and longitudinal analysis positional skills development aligned to Hockey Australia's 'what it takes to win' framework.
3	Leadership of the WA Performance Pathway
3.1	Collaborate with Hockey Australia/Hockey WA to strengthen the WA performance pathway, in alignment to HA's high-performance strategy.
3.2	Provide competition support for targeted State Teams (U18, U21, Thundersticks) and National Teams (Futures, Juniors, National Development Squad, Aus A Series).
3.3	Provide input on coach education initiatives and support the development of WA pathway coaches.
4	Stakeholder engagement
4.1	Positive relationships established and maintained with stakeholders including schools, clubs and State team coaches, fostering collaboration to achieve shared goals.
4.2	Develop and support strategies that build relationships with Premier League clubs and influence best outcomes for athlete preparation aligned to IAPPs.
4.3	
5	Continuous improvement
5.1	Ensure best practice in the daily training environment with the support provided by the Head Coach and all performance services available at WAIS.
5.2	Monitor hockey trends on the world stage and assess their potential application for WAIS athletes.
5.3	Actively seeks, reflects and acts on feedback to improve own performance.
5.4	Maintain standards of professionalism and excellence that reflect a high-performance culture.
5.5	Self-motivated and results focused, showing initiative and adaptability in achieving results within a dynamic environment.
6	Coordination of resources and functions
6.1	Equipment, facilities and resources for the WAIS Hockey program is managed in collaboration with the Head Coach.
6.2	Performance Support service plans are developed, documented and maintained.

6.3	Quarterly reports for nationally identified athletes tracking progression against key markers and targets.
7	Other duties
7.1	Influencing staff and athletes to actively engage and exhibit behaviours reflecting WAIS and hockey in Australia values.

POSITION KNOWLEDGE, ABILITY AND SKILLS (Competencies)	
•	Minimum three years' experience coaching national junior and senior level hockey players.
•	Minimum Hockey Australia Level 2 Coach or international equivalent
•	Undergraduate qualification in Sport, Coaching, Sport Science or related field desirable
•	Nationally recognised coaching or performance support discipline (S&C, etc.) certifications are desirable
•	Understanding of HA athlete development framework (technical, tactical, mental, physical etc.)
•	Understanding of how to leverage technology and data to improve performance
•	First Aid qualification
•	Current drivers' license
•	Demonstrated track record of coaching State Teams (U21 or higher), and successfully progressing hockey players through the high-performance pathway and a commitment to working effectively with national programs.
•	Demonstrated understanding of international hockey performance standards and applied knowledge of contemporary methods used to identify and develop senior international hockey players
•	Demonstrated technical and tactical knowledge across hockey positions with a strong understanding of key levers for achieving skill progression and acquisition
•	Demonstrated ability to leverage technology and data to support athlete development, including analysing video, creating video clips for review, facilitating athlete feedback sessions, and monitoring long-term technical and tactical progression
•	Understanding of holistic athlete development including integration of sport science/sport medicine and dual career supports that enhances athlete performance and wellbeing
•	Understanding of the techniques and methods for talent identification and developing talent towards national squad selection.
•	Knowledge of current trends in coaching science and practice including factors relating to performance health and integrity
•	Knowledge of current trends related to high-performance systems and operations
•	Intermediate/Advanced knowledge of MS Office, relevant sport-specific software and applications
•	Excellent interpersonal skills, including the ability to consult, negotiate and build collaborative relationship with key stakeholders to facilitate change
•	Highly developed leadership, problem-solving and communication skills
•	Please note: This role requires a valid WWCC and will be subject to a National Police Criminal History check prior to appointment

WORKING WITH CHILDREN

WAIS is committed to protecting children and young people from harm. We require all applicants that will work with children and young people to undergo an extensive screening process prior to appointment. All staff must commit to the WAIS Child Safe Commitment Statement which is:

All children and young people have the right to be and feel safe. In pursuit of their high-performing sporting aspirations, children and young people and their families place their trust in WAIS. WAIS is committed to the safety, wellbeing and empowerment of all children and young people involved in our organisation. Everybody at WAIS is responsible for working together to proactively address risks to child safety and continuously improve our child safe culture and practices.

WAIS has 100% commitment to child protection and the physical and psychological safety of children and young people. All allegations, disclosures and concerns will be treated seriously and responded to immediately, consistent with our policies and procedures.

CITIZENSHIP/VISA

You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify WAIS if your right to work in Australia ceases.

VALUE	INDICATOR
<p>Passion We have a passion for high performance and the desire to demonstrate our commitment of mind and body to WAIS and its purpose.</p>	<ul style="list-style-type: none"> • Has a positive influence on people and the team • Demonstrates high levels of resilience • Value the purpose of high-performance sport • Demonstrates a determination to make a valuable contribution
<p>Quality We have a personal commitment to provide the highest quality service.</p>	<ul style="list-style-type: none"> • Provides useful and responsive support • Work is reliable and consistently of a high standard • Builds trust and confidence when delivering a service • Anticipates issues and opportunities and is proactive to provide guidance • Pays to attention to detail
<p>Integrity We follow moral and ethical convictions by doing the right thing in all circumstances.</p>	<ul style="list-style-type: none"> • Treats people with respect, courtesy, and kindness. • Actions are ethical, honest, and truthful • Always maintains consistency of character
<p>Teamwork We work cooperatively and effectively with others to achieve common goals and participates in building a group identity characterised by pride, trust, and commitment.</p>	<ul style="list-style-type: none"> • Positively participates in the development of team goals • Cooperates with other team members to attain common goals • Contributes to the identification and removal of barriers within the team • Recognises the contribution of others to achieving team goals

Our Diversity Message

We are passionate about helping people lead positive, healthy, and active lives. We embrace diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, life stage, and encourage everyone to apply.

Our Safety Message

WAIS strives to be a safe environment for all. We actively undertake measures to ensure the safety of children and young people, athletes, and vulnerable people in our physical, digital, and cultural environment. This includes risk assessing our positions to determine which require a Working with Children clearance.

Employment Policies

The conditions outlined within the WAIS Employment Policies Manual and your individual letter of employment, shall apply at all times.