

Section	Description	
Title:	Head Coach – Newtown City Hockey Club	
Background	<p>Newtown City Hockey Club participates in the winter and summer competitions run by the Geelong Hockey Association.</p> <p>The club has teams for junior (U6 to U17) and senior players of all genders. Total team entry is usually 16 teams.</p> <p>U6 to U10 training and matches are played at Lloyd Reserve, Newtown.</p> <p>U12 to U17 and senior training and matches are played at Stead Park, Corio.</p>	
Key Stakeholders	<p>Players</p> <p>Team Coaches</p> <p>Teams Convenors</p> <p>Parents of junior members</p> <p>Team Captains (senior teams)</p> <p>Team Managers</p> <p>Club Committee and President</p>	
Reports to	<p>Club Committee</p> <p>Teams Convenors</p>	
Nature & Scope of the Position	<p>The Head Coach is responsible for leading and managing the development and implementation of the Club's Hockey Strategy for all teams. This includes:</p> <ol style="list-style-type: none"> 1. Overseeing the coaching of players throughout the club, assisting players to improve their game and develop their skills. 2. Overseeing the performance, development and conduct of appointed Team Coaches. 3. Preparing and planning a training program for the season for Club teams, in consultation with Team Coaches. 4. Maintaining positive relationships with stakeholder groups. 5. Developing a Culture of Success with shared values. 6. Promoting the Club and its Brand. 	
Requirements of the Appointee	<ol style="list-style-type: none"> 1. A recognised qualification in hockey coaching to a minimum level of Hockey Ed Level 1. 2. Previous coaching experience. 3. Ability and willingness to work with team coaches. 4. Knowledge of current hockey team strategies and coaching drills. 5. Excellent communication skills and ability to work with a wide range of people. 6. Good organisational and time management skills. 7. Current Working With Children Check 8. First aid qualification appreciated 	
Section	Description	KPI
Key Result Areas	<p>1. Overseeing the coaching of players</p> <ol style="list-style-type: none"> a. Developing a game plan and style of play for the teams consistent with the Club's Hockey Strategy. b. Teaching both coaches and players techniques which will assist players to acquire additional skills or improve existing skills c. Observing the performance of individual players to determine the level of instruction required d. Periodically observing fixtured matches for club teams where 	<p>Game Plan</p> <p>On-field Performance</p> <p>Development of players' skills</p>

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	<p>possible. This will allow evaluation and feedback if required for both players and coaches.</p> <ul style="list-style-type: none"> e. The major responsibility is for the teams based at Stead Park, with overall responsibility for coaches at both locations. f. Assisting with selection of players to teams in accordance with Club policies and procedures, in consultation with Teams Convenors and Team Coaches. g. Providing feedback regarding team selection to players as required. h. Being fair in the treatment of all players at all times i. Clearly communicating with coaches and players to ensure that they know their role and expectations of them j. Conforming to all Club policies on young children in Sport. k. Maintaining current Working with Children accreditation if working with junior players 	
	<p>2. Overseeing the Performance, Development and Conduct of Team Coaches</p> <ul style="list-style-type: none"> a. Recommend appropriate persons to be appointed as Team Coaches, in consultation with Teams Convenors and the Club Committee b. Identify persons who may be interested in future appointment as Team Coach. Arrange pre-appointment training and mentoring. c. Work with and support all Team Coaches in developing their hockey coaching skills d. Provide information and resources to assist Team Coaches to develop their experience and performance e. Encourage Team Coaches to complete Coach Accreditation through the Hockey Victoria/ Hockey Australia Education and Training system f. Conduct regular reviews with Team Coaches to identify any problems and provide support as needed g. Ensure that Team Coaches are aware of, and are acting in accordance with, the Club's Code of Conduct and Culture. Lead by example. 	<p>2 Coaches gain Accreditation each year 2 new Coach appointments each year</p>
	<p>3. Preparing and Planning a Training Program for the Season</p> <ul style="list-style-type: none"> a. Liaising with the Teams Convenors and Committee to prepare a general season training program for the teams b. Attending all training sessions for the teams based at Stead Park – pre-season and during the season. If unable to attend, arrange an alternative training supervisor. c. Planning and presenting training sessions for the teams to fit the season program. Work with appointed Team Coaches as needed to plan individual team activities. d. Ensuring that all activities are safe and supervised appropriately e. Developing skill development strategies and tactics for a variety of situations and opponents. f. Managing the implementation of the Coaching program, including: 	<p>Improvement in players AND team improvement Leadership & Management</p>

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	<ul style="list-style-type: none"> - match day - match review - development of players - retention of players. <p>g. Encouraging all players to follow recommended guidelines for optimal nutrition and hydration</p> <p>h. Liaising with Team Coaches to select players for a talent identification and development program</p>	
	<p>4. Maintaining Positive Relationships with Stakeholder Groups</p> <p>a. Maintaining positive working relationships with all players and parents of junior players.</p> <p>b. Ensuring that players enjoy their participation in the game and their membership of the Club</p> <p>c. Assisting in the creation of a safe and supportive environment for players</p> <p>d. Maintaining positive working relationship with Teams Convenors, Club Committee and President.</p> <p>e. Ensuring that all players have equal opportunity to take part in all team/ club activities</p> <p>f. Maintaining excellent communication with all stakeholder groups</p> <p>g. Identifying any problems and reporting promptly to Team Convenors and Club Committee</p>	<p>Relationship Management</p>
	<p>5. Developing a Culture of Success with Shared Values</p> <p>a. Establishing a professional & disciplined culture for players, coaches and team management personnel which reflects the Club's core values.</p> <p>b. Providing strong leadership to the playing group that encourages a supportive team environment consistent with the Club's values.</p>	<p>Culture</p>
<p>Professional Development</p>	<p>Commitment to ongoing improvement of coaching skills is encouraged, which may include:</p> <ul style="list-style-type: none"> ▪ Participating in Hockey Australia/ Hockey Victoria training courses for coaches ▪ Liaising with Coaches at other organisations ▪ Observing the methods and activities of other experienced coaches ▪ Leadership and management techniques 	
<p>Remuneration</p>	<p>Newtown City Hockey Club is a not-for-profit sporting club which relies heavily on volunteers.</p> <p>The sum of \$1200/ annum is offered to the appointed Head Coach. Contact time involved is generally 2 to 3 hours per week during the winter season.</p> <p>Most of the activity is required for the period March (pre-season) to September (end of winter season). However, some assistance may be required in appointing and training coaches in the summer season.</p> <p>The remuneration is available in 2 equal payments:</p> <ul style="list-style-type: none"> • April 1 - \$600 • September 1 - \$600 	