

Position Description

SECTION 1

POSITION TITLE: Talent Manager – Female Programs

TYPE of EMPLOYMENT: Full Time

KEY FOCUS OF THE ORGANISATION (WAFC Vision):

To lead and engage all West Australians through a positive experience with Australian Rules Football.

KEY FOCUS OF THIS POSITION (Why this job exists):

Responsible for identifying, designing and implementing pathways and programs that will contribute to the development of talented female footballers and coaches of females throughout Western Australia. The role will oversee and manage the WA State Academy programs and will also support various stakeholders that have a relationship into the development of talented female players.

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	DEPARTMENT / BUSINESS UNIT:	DIRECT REPORTS:
State Talent Manager	Talent	N/A

KEY RELATIONSHIPS

- Talent Programs Coordinator
- Talent Officer
- Coach Coordinator 16's
- Coach Coordinator 18's
- State Academy Coaching Staff
- Community Engagement Manager
- AFL Game Development, Talent & Coaching Departments
- AFL Clubs
- WAFL Clubs
- WAWFL Clubs
- WAWFL Board
- Schools

SECTION 2

KEY RESULT AREAS (KRA) / KEY PERFORMANCE INDICATORS (KPI'S)

KRA'S - WHAT is PERFORMED	KPI'S - HOW it WILL BE ACHIEVED – to WHAT STANDARD, TIME-FRAME, or for WHO
AFL Alignment	<ul style="list-style-type: none"> • Ensure that appropriate levels of support and alignment is provided to AFL activities, such as female specific Game Development Programs and Talent related National Carnivals. • Ensure accountability with the AFL's investment into the female talent pathway. • Provide support towards the development and advancement of the National Women's League.
Management & Administration	<ul style="list-style-type: none"> • In conjunction with the State Talent Manager, identify consistent and achievable financial practices across the WA State Academy programs. • Manage allocated budgets effectively and in line with generating the best possible returns on investment. • Design and produce best practice player management principles which can be implemented across all levels of female football in the State. • Design and produce best practice coaching principles which can be implemented across all levels of female football in the State. • Develop a Coaching Database to assist in the future appointments of Female talent pathway coaches. • Work closely with WAWFL and key stakeholders to drive the female talent agenda across the state.
Next Generation Academies	<ul style="list-style-type: none"> • Collaborate with AFL Clubs (and the Community Engagement Manager) to support the development and implementation of the Next Generation Academies. • Support the development of female players and coaches of females (male and female) who have been identified through the Next Generation Academy program. • Support the oversight of the key AFL Club accountabilities around female football as outlined in the AFL/AFL Club Next Generation Academy MoU. • Maintain key relationships with all nominated AFL Club Next Generation Academy representatives.

<p>State Academy Programs</p>	<ul style="list-style-type: none"> • Implement the planning and delivery of the talent identification process, program development and football operations of the WA State Academy programs. • Ensure the talent identification framework captures all possible players and coaches with the necessary attributes. • Appoint and manage the WA State Academy Coaching staff. • Maintain strong relationships with the AFL and other relevant stakeholders to ensure that the Western Australian programmes are of the highest standard and aligned with national objectives.
<p>Strategic Relationships</p>	<ul style="list-style-type: none"> • Develop and foster strategic partnerships with the following key stakeholders: <ul style="list-style-type: none"> - AFL and Game Development, Talent & Coaching departments - AFL Club recruiting managers and female team staff - AFL Club Next Generation Academy staff - WAWFL Board and Clubs - Affiliated Leagues and Country Leagues - WAFL Clubs • Develop and foster operational relationships with the following: <ul style="list-style-type: none"> - WAFC Football Development Staff
<p>WA Player Pathways</p>	<ul style="list-style-type: none"> • Support key staff with the implementation and adherence to the rules and regulations that govern the integrity of the WAWFL and related female competitions. • Work collaboratively with the Community Engagement Manager on the implementation of best practice programs that enhance talent outcomes for females with diverse backgrounds. • Identify and implement strategies to build alignment between Schools and the WA Female Talent Pathway. • Oversee player Individual Development Plans, in conjunction with the relevant coaches.

SECTION 3

COMPETENCIES REQUIRED FOR THIS POSITION:

<p>1. Technical Knowledge General knowledge of the football industry and the various stakeholders.</p>	<p>5. Initiative Taking independent action to positively influence events without receiving direct instructions whilst remaining in the limits of defined accountabilities.</p>
<p>2. Computer literate Advanced knowledge of Access, Word, Excel, Explorer, Outlook and PowerPoint.</p>	<p>6. Planning and Organising Ability to organise and prioritise a course of action for self and to accomplish goals.</p>
<p>3. Effective Communication Ability to clearly convey information and ideas through a variety of media, including presentations at meetings, in a manner that engages the audience and ensures comprehension of the message.</p>	<p>7. Analytical Power Ability to identify priorities, issues and potential problems by integrating information from different sources and drawing logical inferences and valid interpretations from the data.</p>
<p>4. Client/Stakeholder Focus Ensuring stakeholders and clients are always properly serviced.</p>	<p>8. Judgement Ability to make carefully weighted decisions and take actions based on the information available, taking situational constraints into account.</p>
<p>5. Teamwork Willingness to contribute to the team and to work effectively and cooperatively with other team members, in order to achieve team and organisational goals.</p>	<p>9. Problem Solving Ability to recognise a problem, identify possible causes, generate alternative solutions and select the most appropriate course of action giving full consideration to all factors.</p>

EXPERIENCE REQUIRED TO UNDERTAKE THE POSITION: (Essential or Desirable)

- Demonstrated experience in managing and leading athletes. (E)
- Ability to develop and implement aligned strategies. (E)
- Tertiary qualification or equivalent experience in management, coaching or relevant field. (E)
- Demonstrated ability to identify and nurture talent. (E)
- Demonstrated conflict resolution skills. (E)
- Excellent written and verbal communication skills. (E)
- Highly developed interpersonal, teamwork and relationship building skills. (E)
- Experience working with high performing athletes and coaches within the AFL Industry. (D)
- Extensive understanding of the WA female football talent pathway. (D)
- Level 2 Coaching accreditation. (D)