



EAST PERTH FOOTBALL CLUB
FOOTBALL DEPARTMENT SUPPORT STAFF
POSITION DESCRIPTION

POSITION TITLE: Talent Manager

POSITION HOLDER'S NAME:

POSITION START DATE:

POSITION END DATE:

KEY FOCUS OF THE ORGANISATION

The East Perth Football Club is committed to building a reputation as the most professional club in the West Australian Football League. Through a strong set of club wide values and by driving a culture that is built around achieving success, the East Perth Football Club will foster an environment that allows players, coaches and support staff to perform at their best and accomplish their goals.

KEY FOCUS OF THE POSITION

- To identify and engage talented footballers from East Perth's Regional and Metro Recruiting Zones.
- To deliver Development Programs for various age groups aimed at developing their Technical Skills, Tactical Skills, Athleticism & Character Traits.
- To promote the development of long-term senior footballers for the East Perth Football Club.
- To promote the development of 'elite' level players to reach the AFL.
- To foster an elite environment that promotes success, learning and enjoyment.
- To contribute to the development of off-field behaviours and play a positive role in promoting the self-esteem and wellbeing of all players in the East Perth Development Programs.
- To service Metro and Regional Recruiting Zones in line with East Perth's strategic development plan.
- To engage positively with the community within East Perth's Metro and Regional Recruiting Zones.
- To work alongside all support staff in a positive manner and promote staff development.
- To manage and work within the East Perth Football Department Budget (Talent)
- To embrace the East Perth Football Club's Philosophies and Key Focuses and play a positive part in Club Development.

REPORTING RELATIONSHIPS

THIS POSITION REPORTS TO THE FOLLOWING INTERNAL POSITION/S:

East Perth FC – Board of Directors
East Perth FC – CEO
East Perth FC - Football Manager

THIS POSITION REPORTS TO THE FOLLOWING EXTERNAL POSITION/S:

WAFC - State Talent Manager
WAFC - Executive Manager (WAFL & Talent)



KEY ROLES, RESPONSIBILITIES & KPI's

TALENT IDENTIFICATION

- Establish and service an effective recruiting network which covers all levels of youth football (U/19) where East Perth Zoned Players are competing (Metro Community, Amateur, Regional, School etc.)
- Establish and maintain a detailed database which contains personal and football information about talented players from the East Perth Recruiting Zones.
- Attend various Matches, Carnivals and Talent Showcases for the purpose of Talent ID.
- Develop a sound understanding of the East Perth FC Selection Criteria and Philosophy.
- Report to the Football Operations Committee regarding Talent Identification.

DEVELOPMENT PROGRAM DELIVERY

- Establish and coordinate Development Programs for all levels of youth player within the East Perth Talent Pathway (14s-15s-Futures-Colts)
- Establish and coordinate Development Programs for Coaches in the East Perth Recruiting Zones.
- Ensure alignment with the East Perth Football Club's Talent Development Philosophies.
- Ensure that all programs are administered and delivered in a professional manner with adequate communication with players and parents, staffing and access to equipment and facilities.
- Report to the Football Operations Committee regarding East Perth Development Programs.

SENIOR PROGRAM INTEGRATION & TRANSITIONING TALENTED PLAYERS

- Work alongside the Football Operations Committee and Senior Coach to ensure that all Development Program Philosophies and Development Opportunities align with the Senior Program. This includes Football Terminology, Game-Plan, Standards and Expectations.
- Promote the pathway for all Development Players to Senior Football at the East Perth Football Club.
- Establish opportunities for Development Players to build relationships with members of the Senior Playing Group and Senior Coaching Staff.
- Encourage integration and relationship building between club wide support staff.

WAFL OPERATIONS

- Ensure that all WAFL Operations Administration is completed in full and within season deadlines:
- Ensure a sound knowledge of the WAFL Rules and Regulations and work within those parameters.
- Ensure that all match day duties are performed where required.

METRO & REGIONAL ZONE SERVICING & COMMUNITY ENGAGEMENT

- Establish various opportunities to service and engage with East Perth's Metro and Regional Recruiting Zones through Talent and Community Engagement Programs.
- Attend various matches, carnivals, meetings and awards nights to foster a positive relationship with stakeholders from East Perth's Metro and Regional Recruiting Zones.
- Ensure that Talented Players from East Perth's Regional Recruiting Zone are presented with adequate opportunities to access the East Perth Talent Pathway.
- Work alongside East Perth's Community Team to establish Community Engagement Opportunities.

STAFF MANAGEMENT

- Manage Coach, Medical, S&C and Administration Staff within the Talent Pathway and ensure that all staff adhere to the East Perth Football Club's Philosophies.
- Establish and maintain a database of developing Coaches, S&C Staff, Medical Staff and Administrators that can be engaged and developed within the East Perth Talent Pathway.
- Establish PD opportunities for Talent Pathway Staff to develop and progress.

BUDGET MANAGEMENT

- Manage the East Perth Talent Budget alongside EPFC CEO & EPFC Football Manager.

CLUB DEVELOPMENT

- Engage with all Club Development Opportunities presented by Club Administration and the Board.



EXPERIENCE REQUIRED TO UNDERTAKE THE POSITION

REQUIRED

- State Level, WAFL Talent Pathway or WAAFL Coaching Experience
- Minimum Level 2 AFL Coaching Accreditation
- Senior First Aid Certificate, Working with Children Check & Police Clearance
- Demonstrate a high level of stakeholder management skills
- Demonstrate a high level of leadership skills
- Demonstrate a high level of verbal and written communication skills
- Demonstrate a high level of computer literacy skills
- Demonstrate the ability to manage time and complete tasks independently and effectively

DESIRABLE

- Working knowledge and education in vision editing software such as SportsCode and HUDL
- Previous playing, coaching or administration experience within an Elite Level Player Pathway
- Level 3 AFL Coaching Accreditation
- Tertiary qualification or equivalent in Sports Management and/or Education