

Position Description

SECTION 1

POSITION TITLE: Athlete Development Coordinator

TYPE of EMPLOYMENT: Fixed term full time contract (1 year)

KEY FOCUS OF THE ORGANISATION (WAFC Vision):

Connecting and enhancing WA communities through our great game

CORE VALUES

At the West Australian Football Commission, we value

- **OUR PEOPLE**
We care for, support and develop our people
We are one united team committed to delivering our agreed objectives
Together we celebrate our successes and achievements
- **OUR RELATIONSHIPS**
We deeply value the players, volunteers, stakeholders and fans of our game
We are committed to building relationships that are enduring
We earn trust through our behaviours and communications
- **BEING OUR VERY BEST**
We strive to give our best every day
We are recognised as an organisation that gets things done
We bring passion, perseverance and a positive attitude to everything we do
- **LEADING OUR INDUSTRY**
We respect our history as we shape our future
We work in partnership to ensure football's success
We aim to set the standards for our industry

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

Accountable for the delivery of state of the art, safe, efficient and effective athlete body management practices within the WA Talent Pathway.

Responsible and accountable for establishing strength, conditioning, recovery and rehabilitation protocols for every element of the WAFC talent pathway:

- to better manage the physical development and wellbeing of WA players moving between WA Academies and WAFL teams;
- set and maintain minimum standards for strength and conditioning in the WAFL pathway system; and
- meet AFL Academies Athlete Management Benchmarks.

In addition, the role will be responsible for the accurate and timely information management relating to player physical welfare and development.

REPORTING RELATIONSHIPS		
POSITION REPORTS TO:	DEPARTMENT / BUSINESS UNIT:	DIRECT REPORTS:
WAFC State Talent Manager, WAFC Strength and Conditioning Manager and National Academies High Performance Manager	Talent/ Football Operations	N/A

SECTION 2	
KEY RESPONSIBILITIES / DUTIES IN THIS POSITION	
KEY RESPONSIBILITIES	DUTIES
Physical development and welfare of athletes in State Academy Programs	<ul style="list-style-type: none"> • Coordinate the WA 18's State Academy strength and conditioning, recovery and rehab program. • Act as the primary conduit between PSA Schools, WAFL clubs, WA State Academies and the AFL National Academy regarding conditioning and wellbeing. • Attend educational conferences, where appropriate (e.g. National Coach's Conference) on behalf of all WAFL S&C Coaches, relaying relevant information to staff within each region. • Attend Draft Combine and the Draft Screening Day to assist in the management of athletes during these testing e.g. pre-test preparation / post-test recovery • Delivery of industry leading practice derived from evidence based research to WAFL and Academy staff and athletes • Assist with AFL National Academies when required
Standardising strength and conditioning across the WAFL Club Academies	<ul style="list-style-type: none"> • Review minimum standard compliance for WAFL Club Academies and work with relevant strength

	<p>and conditioning staff to ensure implementation at each of the WAFL Clubs.</p> <ul style="list-style-type: none"> • Mentor and provide feedback to WAFC Colts S&C coaches based off clubs visits (3) times per year and develop a monitoring process to ensure compliance across the State. • Work with WAFL strength and conditioning staff and assist with their professional development, to ensure the standards continue to rise across the program. • Develop and deliver a document for the minimum level of strength and conditioning program delivery for each year group in WAFL Academy Programs.
<p>Smartabase, compliance, monitoring and management</p>	<ul style="list-style-type: none"> • Coordinate and manage the national based athlete monitoring system: <ul style="list-style-type: none"> - Develop a monthly / yearly layout of State training commitments, loads and dates to enable WAFL colts S&C Coaches to better plan their training schedules; - Develop a working relationship with each WAFL colts and State S&C Coach to open lines of communication in relation to athletes in both State and WAFL colts squads; - Develop and maintain a network of WAFL and State S&C coaches; - Monitor state wide weekly number of games played, including State, WAFL, School - Responsible for the management, development and compliance to the national monitoring database - SMARTABASE or the platform that the AFL uses nationally.
<p>Maintenance and purchase of relevant equipment</p>	<ul style="list-style-type: none"> • Identify conditioning, rehabilitation and recovery practices and needs for State Academy Programs. • Continue to source partnerships with sports nutrition providers for Academy Programs. • In consultation with the AFL High Performance Coach, WAFL Colts S&C Coaches, develop a list of key equipment needs for each region, to better develop all junior players within the program • Be a conduit between WAFL Colts S&C Coaches and the State High Performance Manager, provide S&C Coaches a voice during state budgets discussions • Monitor and implement new trends/practices
<p>Conduct and analyse fitness testing/combines activities and results</p>	<ul style="list-style-type: none"> • Co-ordinate WAFL Colts and 16's Fitness Testing Days, State Academy U16 Combines and Pre-draft Combine Testing.

	<ul style="list-style-type: none"> • Co-ordinate State based fitness testing to be conducted by each WAFL Colts team in line with national benchmarks: <ul style="list-style-type: none"> - In consultation with WAFL Colts S&C Coaches, decide on a battery of fitness tests and selected dates for these to be conducted within each region; - Provide feedback to States about the physiological make-up of their squad in comparison to state averages; - Provide initial and ongoing feedback to the State Talent Manager and selectors on physiological abilities of prospective State players; - Set up a State database to track fitness test results from U16s through to U18s to monitor individual, region and State trends; and - Provide further information to the State Talent Manager and National's Coaches.
<p>Strive to update and enhance personal and Academy IP with a continuous improvement mindset</p>	<ul style="list-style-type: none"> • Initiate and preside over WAFC Talented Player Conditioning Reviews. • Inaugurate and preside over WAFC State Academy Recovery and Rehabilitation Review. • Keep up-to-date with high performance developments, systems and practices in athlete management. • Act in an advocacy role and initiate policies and procedures relating to sport science practices used by the State Academy Programs. • Participate in professional development opportunities, as required
<p>High performance technology</p>	<ul style="list-style-type: none"> • Control, manage and continual develop GPS benchmarking and feedback. • Provide regions with access to GPS units for training and matches. • Up-skill State Academy Coaches, WAFL Colts S&C Coaches in the use of GPS technology. • Develop a State Academy GPS database for both training sessions and matches: <ul style="list-style-type: none"> - Provide positional and player comparison across the State; - Provide individual player feedback / learning; and - Provide further information to State Talent Managers and National's Coaches.
<p>Development meetings</p>	<ul style="list-style-type: none"> • Attend WAFC Talent Pathways and Academy meetings WA Selection/Planning meetings and WAFL Talent Managers meetings, as and when required.

	<ul style="list-style-type: none"> • Coordinate meetings/PD opportunities with WAFL Colts S&C Coaches to discuss relevant player development issues including: <ul style="list-style-type: none"> - Strength, core stability, warm-up, recovery, etc. - Player management issues, e.g. school football, nationals. - Discuss specific regional issues to increase support for all regions. - New trends/practices
WA AFL Academy	<ul style="list-style-type: none"> • Attend and facilitate all strength and conditioning components of each camp, including; athletic testing, 2km time trial, training sessions, recovery, high performance education sessions and weights sessions • Provide timely reports to all key stakeholders at the conclusion of each camp on training loads and medical updates. • For players participating in AFL Club training week provide reports to the AFL clubs 3 days before players attend AFL club training week (NOTE: reports must include medical status, previous training loads and any relevant personal, football and high performance information that will help the club manage the player during the week).

SECTION 3

COMPETENCIES REQUIRED FOR THIS POSITION:

1. Technical Knowledge General knowledge of the football industry and the various stakeholders.	6. Initiative Taking independent action to positively influence events without receiving direct instructions whilst remaining in the limits of defined accountabilities.
2. Computer literate Advanced knowledge of Access, Word, Excel, Explorer, Outlook and PowerPoint.	7. Planning and Organising Ability to organise and prioritise a course of action for self and to accomplish goals.
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.	8. 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.
4. Client/Stakeholder Focus Ensuring stakeholders and clients are always properly serviced.	9. Judgement Ability to make carefully weighted decisions and take actions based on the information available, taking situational constraints into account.
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.	10. 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.

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

Essential:

- Bachelor Degree in Exercise Science (or equivalent).
- Minimum 3 years' practical experience in High Performance sport.
 - Level 1 certification ASCA.
 - Demonstrated ability to micro plan a sequential training program based on player management and conditioning outcomes for talented youth players.
 - Demonstrated knowledge and application of GPS technology.
- Current Working With Children's Check (or evidence of application).

Desirable:

- Master degree in Exercise Science (or equivalent).
- Level 2 certification ASCA.
- Experience in similar role.
- Current first aid certificate.
- Demonstrated experience in the conditioning, recovery and rehabilitation of talented footballers