

Position Description – Colts Coach

SECTION 1

POSITION TITLE: East Perth Colts Coach

TYPE of EMPLOYMENT: Contract / Temp - Maximum Term Contract (1 year)

KEY FOCUS OF THE ORGANISATION (EPFC Vision):

To provide an elite pathway and facilities for all players in the North-East Metropolitan and WA's South-West Regions.

CORE VALUES

At the East Perth Football Club, 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 East Perth's success
We aim to set the standards for our industry

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

The Head Coach of the Colts is responsible for preparing and coaching the Colts playing group of the East Perth Football Club and ensuring at all times that the Club is portrayed as a professional organization to the satisfaction of the Chief Executive Officer and the Board of Directors.

REPORTING RELATIONSHIPS		
POSITION REPORTS TO:	DEPARTMENT / BUSINESS UNIT:	DIRECT REPORTS:
Talent Manager	Football Department	Colts Line Coaches

Key Attributes of the Position
<p>The Colts Football Coach is responsible to plan, prepare, and deliver a professional football program based around a strong game plan that utilizes the strengths and weaknesses of the Colts playing group, whilst keeping up with current trends within the game.</p> <p>You will also be the key driver in instilling a strong club culture that strives for individual growth, team success and a strong presence within the West Australian Football League</p>

SECTION 2	
Requirements of the Position	
Football Related	KPI'S - HOW it WILL BE ACHIEVED – to WHAT STANDARD, TIME-FRAME, or for WHO
Football Operations and Performance	<ul style="list-style-type: none"> • Develop and deliver both preseason and in season training programs that are aimed at developing the talent pathway playing group based around skill acquisition and improvement, physical preparation, team structures and game plans using a structured and disciplined approach. (Ensure training sessions reflect game plan and style of play). • Utilize vision captured from both game and training sessions to lead vision reviews that educate players and coaches. These sessions should recognize both areas that were performed well and areas in which can be improved. Feedback should be provided on an individual and team basis. • Liaise with the Talent Manager, Football Operations Manager, Director of Football and other relevant staff appointed from time to time, with the appointment of key coaching and support staff and ensure they are educated, developed and perform in a way that is consistent with the Colts Football Coaches and clubs' philosophies and standards. • Contribute to all Football Department projects with the Football Operations Manager, Talent Manager and Director of Football, including, but not limited to; <ul style="list-style-type: none"> ○ Assist with a Colts list assessment based on positional, age and talent profiles. ○ Assist with understanding the talent that

	<p>is coming through the clubs Talent Pathway.</p> <ul style="list-style-type: none"> ○ Assist with football department reviews to ensure the club is always looking to improve. ● Hold regular meetings with the Colts leadership group to gain feedback from the playing group, understand any challenges within the group and help the leadership group drive standards amongst the group. ● Build and maintain strong relationships with the Colts playing group through providing an environment that supports individuals and their welfare but also challenges actions, decisions and behaviors that fall outside of those expected by the coaches, playing group and club. ● Complete opposition analysis on teams and their individual player's strengths and weaknesses. Use this information to plan and train any strategies that give us the best opportunity to win. ● Lead and instill the club's values, in conjunction with the leadership group and those on-field values as developed with the Colts playing group.
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	<ul style="list-style-type: none"> • Be involved with the East Perth Talent Advisory Committee which provides support and direction to the talent pathway, including coaching appointments, colts and senior playing integration, transition of players into senior football and talent identification. • Build and maintain strong relationships with key stakeholders, including, but not limited to; <ul style="list-style-type: none"> ○ Board of Directors ○ Club staff, coaching, support staff and volunteers ○ East Perth Talent and District staff ○ Sponsors ○ West Australian Football Commission ○ Media ○ Supporters • Attend, at the request of the club, however, importantly not to impact on the colts football program various functions and events, including, but not limited to; <ul style="list-style-type: none"> ○ Board meetings ○ Football Affairs Meetings ○ Hec Stempel Medal ○ FD Book Medal • Lower South West and South West region events, including EPFC Regional Academy training, coaching education seminars, transitioning players meetings and annual regional/metro club visit. • Assist with the promotion and marketing of events and initiatives that will help the club generate membership, sponsorship and income • Prepare material for club publications including training updates, squad updates and an article in the annual report
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SECTION 3

COMPETENCIES REQUIRED FOR THIS POSITION:

<p>1. Technical Knowledge</p> <ul style="list-style-type: none"> • Minimum of Level 2 Coaching Accreditation (preferably working towards Level 3). • Recent Coaching experience, preferably as a Head Coach with control of your own team. 	<p>6. Initiative</p> <ul style="list-style-type: none"> • Taking independent action to positively influence events without receiving direct instructions whilst remaining in the limits of defined accountabilities.
<p>2. Computer literate</p> <ul style="list-style-type: none"> • Advanced knowledge of Hudl and Sportscode. 	<p>7. Planning and Organising</p> <ul style="list-style-type: none"> • Ability to organise and prioritise a course of action for self and to accomplish goals.
<p>3. Effective Communication</p> <ul style="list-style-type: none"> • 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>8. Analytical Power</p> <ul style="list-style-type: none"> • Ability to identify priorities, issues and potential problems by integrating information from different sources and drawing logical inferences and valid interpretations from the data. Key example being but not limited to sports science, injury management and physical conditioning in a sporting environment
<p>4. People Management</p> <ul style="list-style-type: none"> • Strong ability to build positive relationships with players, staff and stakeholders 	<p>9. Judgement</p> <ul style="list-style-type: none"> • Ability to make carefully weighted decisions and take actions based on the information available, taking situational constraints into account.
<p>5. Leadership</p> <ul style="list-style-type: none"> • Strong leadership qualities that provide the ability to drive East Perth Football Club culture through the entire football department • A proven understanding of what success looks like and what it takes to achieve it 	<p>10. Problem Solving</p> <ul style="list-style-type: none"> • 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.

Please submit your resume and cover letter outlining your experience by Friday 21st October to Aaron Ballantyne (Talent Manager) at aballantyne@eastperthfc.com.au