



## Position Description / Success Profile

### Position Details

Position Title	National Age Group Program (NAGP) Head Coach – Cadet (M/F)
Date Approved	8 <sup>th</sup> July 2022
Location	Flexible
Department	Performance Department
Reporting to	General Manager – Competitions and Pathways
Term	2 years or until conclusion of 2024 FINA Cadet World Championships
Direct Reports	Cadet Assistant Coaches

### Organisation Values of Water Polo in Australia

We have **FUN**: we love our sport and enjoy the camaraderie of our community  
 We are continually in **PURSUIT of EXCELLENCE**: we inspire people to be their best and do their best  
 We are **INCLUSIVE**: we are a welcoming community for everyone  
 We embrace **TEAMWORK**: we collaborate and act with a unity of purpose in the best interest of the sport  
 We act with **RESPECT**: we play fair, ensuring what we do is ethical, transparent, and honest

### Position Profile

Who is Water Polo Australia?	Water Polo Australia (WPA) is the national governing body for the sport of water polo in Australia. WPA is recognised by Sport Australia, the Australian Institute of Sport (AIS), and the Australian Olympic Committee (AOC) and FINA (international governing body) through Swimming Australia Ltd. WPA is a not-for-profit sporting organisation and as the governing body, WPA undertakes numerous tasks and projects across five strategic elements to create success today, to inspire the stars of tomorrow and to encourage our members to be part of a team for life. More information can be found <a href="#">here</a> .
Purpose	To lead the respective NAGP in a manner that maximises the likelihood of identified players progressing through to the respective National Senior team and contribute to developing a system that can support sustainable international performance outcomes that Australians can be proud of. The NAGP Head Coach is responsible for the provision of coaching services to selected national squad athletes with the goal of increasing their understanding and knowledge of becoming a world class international player and optimising their performances internationally.
Key Responsibilities	<ol style="list-style-type: none"> <li>1. Develop and implement an appropriate plan for approval by the WPA Performance Unit (PU), to prepare the squad for the relevant FINA event.</li> <li>2. Adhere to the National Age Group Selection Policy, when acting as part of the selection panel and including the provision of feedback to de-selected squad members.</li> <li>3. Lead and coach the team at the Cadet World Championships and preceding camps / tours.</li> <li>4. Adhere to all WPA Codes and Policies at all times.</li> <li>5. Provide timely and relevant information to all squad members, coaches and stakeholders in relation to the program.</li> <li>6. Liaise with the General Manager – Competitions and Pathways to engage the appropriate Assistant Coaches from short listed applicants.</li> <li>7. In collaboration with the WPA PU delegate clear responsibilities for the Assistant Coaches and any other support personnel.</li> <li>8. Establish an effective two-way communication channel with squad members' local coach(s) and maintain monthly communication with those coaches re player's progress, and expectations of the players in preparation for camps and tours.</li> <li>9. Under the guidance of the WPA PU and with technical and tactical advice from the National Head Coach/Coaching Director, develop / review the national testing protocols and benchmarks for the NAGP.</li> </ol>

	<p>10. Provide ongoing information / advise to the WPA PU on the development of the squad and the individual athletes in the squad.</p> <p>11. Work closely with the National Junior Lead Coach and the Head Coach of the programs above to assist the development of future senior athletes.</p>
Key Stakeholder Relationships	<p>Key Internal Stakeholder Relationships:</p> <ul style="list-style-type: none"> <li>• General Manager – Competitions and Pathways</li> <li>• WPA Performance Unit</li> <li>• General Manager – Performance</li> <li>• National Officials Manager</li> <li>• National Youth Head Coach</li> <li>• National Junior Lead Coach</li> <li>• NAGP Assistant Coaches</li> <li>• National Head Coach (gender specific)</li> </ul> <p>Key External Stakeholder Relationships:</p> <ul style="list-style-type: none"> <li>• Club Coaches</li> <li>• SIS/SAS Coaches</li> <li>• State Development Program Coach(s) where applicable</li> </ul>

### Key Performance Measures

<p>Process Measures</p> <ul style="list-style-type: none"> <li>• Development of appropriate 2-year preparation and performance plan for the squad</li> <li>• Stakeholder satisfaction above 75% as assessed by survey after 12 months and 24 months</li> <li>• Players desire to be coached by the Head Coach in a future program (survey)</li> </ul> <p>Performance Measures</p> <ul style="list-style-type: none"> <li>• Progress against agreed objective team and individual performance metrics (competition performance, physical performance).</li> <li>• The absence of preventable performance or culture issues at major competitions.</li> </ul>
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### Key, Experience, Competencies, Knowledge and Attributes Required

<p><b>Annual Program Commitment</b></p> <ul style="list-style-type: none"> <li>• Program planning in consultation with the General Manager – Competitions and Pathways and reporting on conducted activities</li> <li>• 1 x international tour for approximately 2-3 weeks determined by international calendar</li> <li>• 3 x national squad camps between 3-5 days each in school / university holidays unless approved by General Manager – Competitions and Pathways.</li> <li>• Attendance at relevant age group National Competitions to observe and identify potential squad members</li> </ul> <p><b>Knowledge /Experience Required</b></p> <p>The successful applicant will demonstrate relative to other applicants a combination of the following:</p> <ul style="list-style-type: none"> <li>• Experience managing a de-centralised camp-based program</li> <li>• Effective communication skills and the ability to build strong relationships with remote coaches</li> <li>• Effective understanding of the international and domestic water polo landscape and how to leverage that for the betterment of the program</li> <li>• Appropriate and contemporary coaching knowledge</li> <li>• Evidence of and a commitment to ongoing development as a coach</li> <li>• Current Working with Children Check</li> </ul>
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