



**AUSTRALIAN FOOTBALL LEAGUE  
POSITION DESCRIPTION**

<b>Job Title:</b> Queensland State Strength & Conditioning coach. State 16s program.  <b>Department:</b> Talent department  <b>Employment Type:</b> Honorarium - TBA	<b>Date:</b> January 2020  <b>Location:</b> AFL Queensland  <b>Reg ID</b>
	<b>ABOUT US</b>  The Australian Football League (AFL) is Australia's premier sporting organization supporting a constantly evolving national competition which has experienced rapid growth over the past 10 years. The AFL currently has 600 permanent employees across the four state bodies, AFL Vic, NSW/ACT, QLD, NT and at AFL House including AFL Media. The AFL organization is responsible for growing and developing Australian Rules football code across Australia.

Objective of Role	<p><b>ABOUT THE ROLE</b></p> <p>The primary responsibility of this role is to provide strength and conditioning services to the AFL Queensland State 16s program. Deliver a high performance strength and conditioning program within the AFL Queensland guidelines and under the direction of State High Performance Manager.</p> <p>Manage and deliver the physical preparation program and enhance the athletic performance of the Queensland State U16 team during their State campaign and at the National Boy's U16 Championships.</p> <p>This is a 2 year contract position</p> <p><i>Please note, employment in this position is subject to the successful candidate holding a Valid Working with Children Check and a satisfactory criminal history record check.</i></p> <p>Enhance the talent pathway experience of all players in the AFL Queensland State squad, highlighting each individual's talent and provide a positive environment enabling this to grow and develop. Lead educate and mentor youth athletes in best practices for athletic performance and injury reduction practices.</p> <p>Collaborative and professional relationship with key personal at AFL club academies, QAFL clubs, AFLQ regional managers and all AFL Queensland talent pathways coaches and staff.</p> <p>Continue to build and support the AFL Queensland High Performance program that reflects the National Academy guidelines and protocols leading into the National Championship.</p> <p>Ensure players athletic performance reports are to a high and informative standard for all AFL clubs. To enter these into Smartabase when required.</p> <p>Develop a very good knowledge and understanding of the State boy's talent pool in Queensland, understanding and be involved in the Individual development plans (IDP's) of all players.</p> <p>Working with the State High Performance Manager to play a support role in the personal development of coaches participating in the AFL Queensland Coaching Pathway. This includes QAFL senior coaches, other state programs and the Diversity Program.</p>	
Key Relationships	<p><b>Reports to:</b> Senior coach, State High Performance Manager, Academies &amp; Talent Manager.</p>	<p><b>No of Direct Reports:</b> <b>High - Performance Manager</b></p>
	<p><b>Titles of Direct Reports:</b></p>	<p><b>Indirect Staff Reporting:</b> AFL Queensland support staff.</p>

	<b>Other Key Stakeholders:</b> <ul style="list-style-type: none"> <li>• AFL / AFLQ Talent Department</li> <li>• Lions and Suns Academy Coaches and Managers</li> <li>• AFL List Managers</li> <li>• AFLQ Coaching Manager</li> <li>• QAFL Senior Coaches and development coaches</li> <li>• AFLQ Diversity Department</li> <li>• School AFL program coordinators</li> </ul>	
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Key Accountabilities	<b>A DAY IN THE LIFE OF</b>
	<b>Strength and Conditioning Coaching Duties – State U16 Team</b> <ul style="list-style-type: none"> <li>• Manage and lead the high performance, strength and conditioning program. Across all training sessions and games through the State 16s program.</li> <li>• Conduct thorough warm ups and activation sessions enabling athletes to perform at training and in games, as well as reducing injury risk. With AFL Queensland high performance guidelines.</li> <li>• Conduct conditioning blocks during training sessions, as well as the athletic development component of training sessions, working with coaches on making training sessions productive and an elite level experience.</li> <li>• Conduct athlete durability components at each session. This may include but not limited to, eccentric hamstring strength, lateral gluteal muscles and foot mechanics.</li> <li>• Conduct and manage cool downs and recovery sessions</li> <li>• Prepare and conduct information sessions and presentations. These may include but not limited to, Best practice in athletic performance, recovery, travel and Smartabase.</li> <li>• Work close with coaching department in designing and delivering elite level training sessions.</li> <li>• Attendance at State Zone Trials, Academy Series, High Performance matches &amp; AFL Queensland talent days</li> <li>• Assist development in State Team program relating to training camp content, training sessions, match day plans, game plans. Develop individual line group playing style and strategies under the guidance of senior coach, and In line with AFL Queensland philosophies. 85% Fundamentals, 15% Strategy.</li> <li>• To Assist in coaching and preparing the Queensland State U16 team at the National Boy's U16 Championships, as well as trial matches.</li> <li>• Provide assistance, guidance, education and feedback to all players/coaches involved in State Teams.</li> <li>• Provide reports and feedback to players and coaches, verbally, written and via the Smartabase platform.</li> <li>• Complete recruiting reports on necessary QLD players for AFL clubs</li> <li>• Introduce quality video editing and coding for individual and team coaching, development and feedback</li> <li>• Identify elite QLD talent within specified age groups for individual development programs</li> <li>• Consult, develop and implement individual development plans with identified players</li> <li>• Engage, utilize and assist local coach in regions to facilitate and support development of players and training sessions</li> <li>• Attend national academy camps as requested</li> </ul> <b>Provide support, assistance and engagement with State Coaching Pathway delivery relating to all talent programs including community senior &amp; youth coaches</b> <ul style="list-style-type: none"> <li>• Assist with coaching and coach education relating to coach PD sessions, forums, multicultural, indigenous, female programs and community football where required</li> <li>• Assist at AFL Aligned Academies when possible.</li> </ul>

Key Performance Indicators	Outcomes/KPIs
	<ul style="list-style-type: none"><li>• Deliver a high performance strength and conditioning program</li><li>• Deliver elite level training sessions</li><li>• Deliver conditioning blocks and athlete performance components to training</li><li>• Invest in the quality of the talent pool available to select state squads, and their IDPs</li><li>• Deliver an elite level experience for all players while in the state program, via training sessions, education and coaching, as well as match day experience, where the focus is show casing talent.</li><li>• To be very competitive at the National 16 Championships and State talent games</li><li>• Complete individual Match reports as required.</li><li>• Complete Individual Development Plans as required.</li><li>• AFL recruiting reports to be of the highest quality and completed by set dates</li></ul>

<p>OUR IDEAL TEAM MEMBER</p>	<p><b>Key Competencies (skills &amp; Knowledge)</b></p> <ul style="list-style-type: none"> <li>• <i>National and ASCA guidelines in strength and conditioning</i></li> <li>• <i>Talent pathway focus in designing a training program and individual sessions for State squad.</i></li> <li>• <i>Develop and document individual player development plans</i></li> <li>• <i>Great people organizational skills</i></li> <li>• <i>A very clear and simplistic player development plan, in regard to athletic performance.</i></li> <li>• <i>Having a balanced approach to individual player development and winning</i></li> <li>• <i>Ability to get the best out of players and staff</i></li> <li>• <i>Ability to teach players how to compete at a national level</i></li> </ul> <p><b>Other Core Competencies:</b></p> <ul style="list-style-type: none"> <li>• Educational and enhance talent as well as performance driven</li> <li>• Excellent communication skills</li> <li>• Determination to get the best out of people and achieve KPI's set</li> <li>• Personal effectiveness</li> <li>• Strategic thinking &amp; planning</li> <li>• Building organization talent</li> <li>• Strong clear-thinking personal presence and influence on players and staff</li> <li>• Collaboration &amp; influencing</li> <li>• Smartabase – Athlete Management System(AMS)</li> </ul> <hr/> <p><b>Experience &amp; Qualifications</b></p> <p><b>Mandatory:</b> (e.g. tertiary qualifications, year of relevant experience, industry experience)</p> <ul style="list-style-type: none"> <li>• ASCA Level 1 Strength and Conditioning accreditation</li> <li>• ASADA Level 1 accreditation</li> <li>• Working with Children check. (Blue card)</li> <li>• First Aid and CPR certification</li> <li>• Experience in strength and conditioning in youth athlete team sports</li> <li>• Strong understanding of the AFL talent development program and key objectives</li> <li>• Planning and report writing skills to be able to deliver on set timeline and schedules</li> <li>• Deliver quality training sessions based on AFL Queensland High Performance training templates in line with the AFL guidelines. 85% Fundamentals/15% Strategy.</li> <li>• Game day coaching and educating enhancing players experience and enabling talent to develop and shine</li> <li>• Strong work ethic and ability to work to a set plan with key stakeholders</li> <li>• Understands the importance of post training and game feedback and formalized report writing and submissions on Smartabase in conjunction with HP manager.</li> <li>• Understanding players wellbeing program – mental, physical and emotional.</li> <li>• Develop Individual Development Plans in conjunction with HP Manager and uploaded on Smartabase.</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Capability to prepare player video game review footage reports</li> <li>• ASCA Level 2 certification</li> </ul>
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AFL Values	<p><b>OUR CULTURE</b></p> <p><a href="http://www.afl.com.au/careers/experience-extraordinary">http://www.afl.com.au/careers/experience-extraordinary</a></p> <ul style="list-style-type: none"><li>• <b>TEAM</b> – Play as one</li><li>• <b>Play with Passion</b></li><li>• <b>Play to Win</b></li><li>• <b>Play Fair</b></li></ul> <p><b>THE PERKS</b></p> <ul style="list-style-type: none"><li>• We believe in a <b>Healthy Mind, Healthy Body and Healthy Workplace</b> and our staff have access to an extensive Health and Wellbeing program</li><li>• <b>My Development</b> – all employees have access to the AFL’s My development program which consists of on the job training, coaching and mentoring and formal learning.</li><li>• <b>AFL Staff Footy Memberships</b> – easy access to the game, staff can share these with family and friends</li><li>• <b>My Benefits</b> – staff have access to over 350 discounts with some of the biggest retailers and the AFL’s Corporate Partners</li><li>• <b>Play Your Way</b> – A flexible approach to your working life</li></ul>
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