



Tuggeranong Hawks Football Club (TFC)

Position Description: Senior Coach

Date: July 2017

Location: Canberra, ACT

Part-time

Playing or non-playing

Key Relationships

Reports to: TFC Director - Football

Key Stakeholders:

- The TFC Board
- TFC Football Committee
- TFC Assistant & Support Coaches
- TFC Support & Specialist Staff
- TFC Players
- TFC Sponsors & Members
- Key Community Stakeholders

Organisation Environment

The Tuggeranong Hawks are a senior club in the AFL NSW/ACT competition and has teams in the AFL Canberra First Grade, Reserve Grade, Rising Stars, Women's and Division 4.

The **objectives** of the Tuggeranong Hawks Football Club are:

- (a) to promote, develop, and administer the game of Australian football in the Tuggeranong Valley and surrounding areas;
- (b) to educate, train, coach and encourage members of the Club in the game of Australian football;
- (c) to uphold the Constitution and By-laws of AFL Canberra;
- (d) to encourage social and sporting relationships between members of the Club; and
- (e) to support sporting, cultural, charitable and other groups in their contributions to the community.



The Senior Coach's role

This position is responsible for developing the skills, talent, knowledge, mental and physical conditioning of the playing list.

In doing so, the Senior Coach must:

- Liaise with the Board through the Director Football to ensure the Club has suitable Assistant Coaches, a Reserve Grade Coach, and a Rising Stars Coach.
- Develop, implement and manage a game plan and facilitate that plan with players and coaching staff.
- Establish a profile of current players and a recruitment profile to supplement any perceived deficiencies.
- Manage the recruitment and retention of players in consultation with the Board through the Director Football.
- Provide recommendations to the Director Football on the recruitment and retention of appropriate football support staff, including members of the Match Committee, Managers, Trainers, Physios etc.
- Manage the development and implementation of pre-season and in-season training and player rehabilitation programs.
- Oversee, in conjunction with the Board and senior players the maintenance of the Club's values and behaviours.
- Attend and provide leadership, direction and support concerning the attendance of players and football staff at Club functions, junior development community events and other Club activities.
- Report any concerns / issues to the Director Football, and assist in implementing a training and education program designed to "rectify any issues".
- Liaise with the Director Football and the junior operations committee to assist to establish a consistent coaching quality throughout the Club and assist with junior player development where appropriate.
- Act as Chairman of the Selection Committee, or liaise with the Director Football to recruit / appoint an appropriately skilled and qualified person to the position and develop a selection policy.
- Work collectively with all assistant and ancillary coaches to ensure players are getting the best possible coaching and development.
- Provide regular reports to the Board through the Director Football throughout the season.
- Ensure there are processes and mechanisms in place to enable two-way feedback for players regarding performance at training and match days, including match review.
- Undertake performance reviews in conjunction with the Board through the Director Football, eg:

Start of Pre -Season review	November each season
Mid-Season review	May/June each season
End of Season review	September each season
- Provide game day coaching expertise and leadership.



Outcomes

- Vision
Develop and implement with the Director Football a vision for the program and put in place people, values, objectives and strategies to achieve the vision.
- Leadership
Develop and implement an underlying coaching philosophy, management and leadership style which can unite all sections of the Club.
- Technical Ability
Implement a specific and credible game plan that players believe in and will adhere to, knowing it will ultimately bring success.
- Passion
Demonstrate drive and energy in the position and create the same energy and drive amongst the players and staff.
- High Performance
Create a high performance environment and mindset, encouraging a best standards approach from all involved.
- Communication
Develop and implement an effective communication plan for all players to achieve the planned outcomes, along with effectively communicating with all Club personnel, sponsors, member's and media.
- Teaching Ability
Educate, train and prepare the players and staff for maximum effort in every game along with developing players across the Board.
- Identify, Recruit and Develop Talent
Ensure that the people recruited to the Club are the right people that will make a difference to enable sustained growth and development.



Key Selection Criteria

Key Competencies (Skills & Knowledge)

- Demonstrated personal initiative and ability to work unsupervised effectively.
- Vision and strategy for achieving competitiveness into the future.
- A plan to nurture young talent.
- Demonstrated track record of success as a coach and/or player.
- Proven ability to effectively recruit, retain, and manage people.
- Key set of values that will drive the culture and environment of the Club forward.
- Strong communication skills with a range of stakeholders.
- Experience in motivating and coordinating others.
- Strong administration and organisation skills.
- Demonstrated commitment and ability to prioritise, and a willingness to be accountable for performance and deadlines.

Experience & Qualifications

- Demonstrated senior coaching experience or equivalent experience.
- Minimum level 2 Coach Accreditation or the ability to obtain.
- Experience in effective communication, collaboration and building and maintaining networks.
- Working with Vulnerable People registration.
- Driver's license.



Tuggeranong Football Club

Our History

The Tuggeranong Football Club was founded in 1968 as Eastlake/Woden Football Club. Subsequent name changes were: 1969 - 1975 South Woden Football Club; 1976 - 1982 Sutherland Football Club; 1983 - 1992 Tuggeranong Football Club "Bulldogs"; 1993 - 2002 Tuggeranong Football Club "Cowboys"; and 2003 – the present Tuggeranong Football Club "Hawks".

The Tuggeranong Valley has long been known as a nursery for junior footballers and has produced numerous quality footballers over its lifetime. AFL recruits such as Justin Blumfield, Aaron Hamill, Brett Howman and James Meiklejohn and many many others have succeeded in higher level competitions across the country.

In addition to fielding sides in the AFL Canberra senior men's and women's competition the Tuggeranong Valley has four junior organisations - the Hawks; the Bulldogs; the Lions and the Swans.

The Club has achieved ultimate success throughout its proud history:

Senior Premierships

AFL Canberra 1st GRADE - 1986

ACTWAFL - 2004, 2007, 2009, 2010, 2013, 2014

AFL Canberra Reserve Grade – 1998, 2015

AFL Canberra Colts/Under 21/Under 19/Under 18 - 1994, 1995, 1996, 1997, 2007

AFL Canberra community football – 1986(Monaro Football League), 2000, 2001, 2011

The Club has celebrated individual honours with Mulrooney Medallists in 1998 – Stafford Cooper; in 2003 – Luke Jess; in 2009 – Craig Healey and with Mary Ann Bainrot Medallists, in 2004 & 2007- Mel Naughton; in 2005 - Jacinta Holmes; in 2008 – Karen Hill; in 2011 - Angela Ballerini.



Tuggeranong Football Club

Our Vision

The Tuggeranong Hawks offer a welcoming and supportive environment for players of all ages, their families, supporters, friends and sponsors.

- We encourage participation as players and in support roles.
- We offer opportunities for personal development across the whole Club.
- We offer pathways for progression in the sport and opportunities to contribute to the Tuggeranong and broader Canberra community.
- We develop and provide facilities to support the Club and Australian Rules football.

The Tuggeranong Hawks **aspire** to be:

- (a) a leading Club with a strong, sustainable and inclusive culture.
- (b) an organisation that provides a valued contribution to the Tuggeranong and Canberra community; and
- (c) a successful Australian Rules football Club for the Tuggeranong Valley.

Our core values are: **RESPECT, COMMITMENT, HONESTY, and SELFLESSNESS**

Our focus areas are: **CULTURE; PROFESSIONALISM; JUNIOR DEVELOPMENT; ON FIELD PERFORMANCE; and FACILITIES.**