

ASSISTANT COACH, WOMEN'S PROGRAM - CENTRE OF EXCELLENCE

WHO ARE WE

As the national governing body, Basketball Australia (BA), in conjunction with our State & Territory member associations, is at the forefront of promoting, fostering, and developing the sport of basketball across the country. BA is responsible for safeguarding the sport in Australia.

With a proud, rich history and a commitment to excellence, we are dedicated to growing the game. This mission of Australian Basketball is to be "Everybody's Game" and BA will lead, connect and enhance the experience of the Australian basketball community.

BA proudly manages Australian national teams (Boomers & Opals, Rollers & Gliders, men's and women's 3x3 and junior national teams), athlete pathways, the Centre of Excellence facility, national championship events, major international events and leads community programs for the good of the whole sport.

We are excited to be launching the new BA Strategic Plan (2025-2028), the Whole of Sport Basketball 2040 Vision and refreshed BA Values. These critical foundations, along with our Innovate Reconciliation Action Plan (RAP) (2024-2026), and BA's Women & Girls Strategy will set our direction and represent how we will bring our mission to life.

OUR VALUES



These values guide our behaviour, decision-making and culture across the organisation.

CHILD SAFEGUARDING COMMITMENT

Basketball Australia has a zero-tolerance policy toward child abuse and neglect. We are committed to creating and maintaining a safe, positive and inclusive environment where all children can participate in basketball free from harm. All BA staff must actively support and comply with our child safeguarding policies and reporting obligations.

NATIONAL INTEGRITY FRAMEWORK

Basketball Australia has developed a national framework to promote and maintain integrity in basketball. The Framework sets out a robust set of reporting, investigatory and sanctioning provisions to deal with Prohibited Conduct. The National Integrity Framework (the Framework) sets the broad expectations for the conduct of all Participants. It also incorporates detailed policies that regulate specific behaviours to ensure action can be taken against those who fail to adhere to appropriate behavioural standards and expose the sport to undue risk. Details can be found here: [National Integrity Framework](#)

POSITION DETAILS

Position Title:	Assistant Coach- Women's Program CoE
Reports to:	Head Coach, Women's Program CoE
Location:	AIS, Bruce Canberra ACT
Internal Relationships:	GM CoE & Performance Pathway, High Performance Admin team, CoE mens Coaches
External Relationships:	State & Territory People & Culture leaders, AIS Workforce Team
Travel:	Domestic travel required; weekend work required
Pre- requisites:	AIS clearance and working with children/vulnerable people. Work rights for Australia

WHAT IS THE PURPOSE AND VISION

BA Centre of Excellence

BA's Centre of Excellence (CoE) is the national, residential, high performance basketball training program and pathway for junior elite emerging basketball athletes in Australia. It is a flagship, internationally renowned program that plays an integral part in the identification and development of green and gold athletes including our future Opals and Boomers.

The success of this program is critical to the success of Australian basketball on the international stage and the achievement of the strategic objectives of BA.

The residential program is designed and is embedded at the Australian Institute of Sport (AIS) in Canberra ACT.

The Centre of Excellence is operated in line with the highest level of Child Safeguarding protocols as defined under the National Integrity Framework. The Framework can be found here: [National Integrity Framework](#)

Purpose of the Assistant Coach Position

The Assistant Coach (AC) through an inclusive and contemporary approach with support the Head Coach to develop Australia's junior elite women athletes at the Centre of Excellence to acquire the basketball skills and attributes they require to compete successfully in the international basketball arena, as they progress and aspire to be the next Australian Opal.

The AC will implement the established coaching and player development frameworks in the daily performance environment that aligns with the *Athlete Development Framework, What it Takes to Win, Win Well* and *BA High Performance Strategy* to ensure the young elite women athletes can develop to be their best in a high-performance environment.

The AC will play a critical role in impacting the overall development, wellbeing and success of individual young women athletes and will foster a safe and envied environment where all the athletes can thrive and be themselves.

RESPONSIBILITIES OF THE ASSISTANT COACH

Daily Performance Environment

- Assist the Head coach in the implementation of a holistic programs in the daily performance environment for identified women's elite national athletes aged 16-19 years.
- Support individual athlete development and player development on and off court.
- Daily on court basketball coaching with individuals, small groups and full group sessions.
- Implement the requirements of the athlete development program and the What it Takes to Win framework.
- Contribute to meetings and reviews of athletes with the Head Coach, performance support staff and the GM CoE and Performance Pathways.
- Provide respectful, honest, evidence based, balanced feedback to enhance performance while maintaining safe relationships.
- Advocate for the Women's basketball generally
- Attain proficiencies in technologies used for scouting, athlete individual feedback and evaluation sessions. (Sports Code /HUDL).

Athlete development and wellbeing

- Assist the Head Coach in coordinating and implementing Individual Athlete Performance Plans (IAPPs) incorporating modern technical, tactical, physical, and mental preparation component taking an athlete centred approach.
- Review and evaluate individual, small group, and team training sessions
- Work collaboratively with performance support teams and education providers to implement individual performance support programs for athletes.
- Analysis of data of individual athletes and provide insights to the Head Coach to assist in development and daily performance environment.
- Maintain required administrative records for individual athletes including the use of the Athlete Management System on a regular basis.
- Provide individual reporting for the Head Coach as required.
- Support the wellbeing of individual athletes broadly ensuring a collaborative, respectful and engaged approach to holistic development including maintain very closer relationship with the Manager, Athlete Wellbeing at the CoE.

Stakeholder Engagement

- Communicate effectively, respectfully and openly with Athletes, Athletes Parents (as required by the HC) teachers and other support mechanisms in relation to athlete plans and wellbeing.
- Maintain a collaborative relationship with the Men's COE program that fosters teamwork and embeds excellence.
- Establish strong relationships with the performance support staff at the AIS.
- Maintaining appropriate relationships with key industry stakeholders in particular the State and Territory High Performance Programs and State Coaches
- Attend Australian Junior Championship (AJC's) events and contribute to the national coaching network.
- Be a positive advocate for BA and representing the program in the national arena with positivity, passion and energy.
- Represent BA at national events as required.

Coaching Execution

- Assistant Coach duties for COE Women's games, including league competitions.
- In consultation with the Head Coach, provide support and technical input to Junior squads for international campaigns, CoE camps and Events.

TO BE SUCCESSFUL YOU WILL HAVE:

Experience and Expertise

- Relevant BA or FIBA Coach Accreditation Associate level
- Basketball coaching experience at State representative level of minimum 3 years (female program) and/or *recent elite athlete playing experience would also be highly considered.*
- Experienced in the use of performance technology (including game review platforms) that impacts the high performance environment is preferred
- Sound knowledge or experience of Basketball Australia's talent pathway
- Technical knowledge or personal experience in the relation to individual and team principles including techniques, coaching trends and international developments at women's youth representative level.

Capability and attributes

- Embody our Values of Belonging, Safety, Excellence, Leadership & Teamwork.
- A respectful and impactful communicator.
- Ability to be agile, and calm under pressure.
- Genuine awareness of self and how they impact those around them with the ability to reflect and adjust as needed.
- Having a growth mindset and exhibits bravery in assessing and taking calculated risks.

- A positive collaborator who can bring together diverse needs, stakeholders and groups to achieve a collective vision.

KEY PERFORMANCE INDICATORS

KEY PERFORMANCE INDICATOR	MEASURE/ACHIEVEMENT
Values & Culture	<ul style="list-style-type: none"> • Role models respectful and inclusive workplace behaviour always to the team, athletes and all stakeholders. • Attends BA activities and functions and conducts self in a professional manner aligned to BA values. • Promotes, enhances and practices diversity, equity and inclusion in your team. • Works collaboratively with others for the greater good of the teams, organisation and the sport.
Workplace Safety & Respectful Workplace	<ul style="list-style-type: none"> • Implements processes that ensure the wellbeing of athletes and staff is paramount. • Implements actions to resolve safety concerns raised formally or informally of staff. • Attends training and professional development in relation to Workplace Health & Safety Issues as required
Athlete Development	<ul style="list-style-type: none"> • Implement the Athlete Development Framework for all athletes. • Implements actions of What it Takes to Win framework. • Works effectively and collaboratively with all performance health teams to ensure holistic athlete success • Proactive, positive and effective contributor to the broader business.

Professional Development Opportunities

- Potential delivery or presenting at National/State Conference
- Mentoring and consultation with Head Coach Women's Program
- Exposure to international events and competitions