

HEAD COACH, AUSTRALIAN GLIDERS WOMEN'S WHEELCHAIR NATIONAL TEAM

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 Basketball Australia 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

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](#)

THE AUSTRALIAN GLIDERS

The Australian Gliders are the senior women's national wheelchair basketball team, competing in the Paralympic Games and International Wheelchair Basketball Federation (IWBF) World Championship cycle. One of Australia's most storied teams in Paralympic Sport, the Gliders' debut at a major tournament was the 1968 Summer Paralympics in Tel Aviv and have featured at seven Paralympic Games and eight IWBF World Championships since.

Between 2000 and 2012, the Gliders became a constant presence on the Paralympic podium, winning silver medals at Sydney 2000, Athens 2004, and London 2012, and Bronze at Beijing 2008. Their success was mirrored at the IWBF World Championships, where the Gliders regularly featured among the top nations, winning bronze medals in 1994, 1998, and 2002, and top 4 finishes in 2006 and 2010.

Following the London 2012 Paralympic Games, the program entered a more challenging period, failing to qualify for Rio 2016 and Paris 2024, and a 9th place finish in Tokyo 2020. Now, the Gliders are firmly focused on the future, working to re-establish the program among the world's best, with sights set on the 2026 IWBF World Championships in Ottawa, Canada, the Los Angeles 2028 Paralympic Games, and ultimately a home Paralympics in Brisbane 2032.

Guided by a proud history and renewed sense of purpose, the Australian Gliders are aiming to once again turn sustained performance into podium success on the world stage.



POSITION PURPOSE

The **Head Coach** through connected, inclusive and contemporary leadership, will lead the technical and holistic coaching of Australia's elite Senior National Women's Wheelchair Team, the Gliders.

The dynamic and visionary Head Coach, will embed world class strategies and systems that drive a high-performance mindset and achieve sustained success on the world stage.

The Head Coach will drive team and athlete development that is aligned with the *Athlete Development Framework, What it Takes to Win* framework and the *BA High Performance Strategy* to contribute to the achievement of the *BA Elevate Strategic Plan 2024-2028*.

Driven by our Values, the Head Coach will create a safe and envied environment where athletes thrive, be themselves and achieve their absolute best.

RESPONSIBILITIES OF THE HEAD COACH

Leadership and Coach Program Management

- Enhance and foster a high-performance culture and environment that drives excellence and professionalism
- Lead an environment that prioritises athlete well-being, motivates others, and fosters a safe, trusted, and respected team environment.
- Effectively communicating the basketball vision for the Gliders, inspiring and aligning others to that vision.
- Empower and develop others to be their best with a focus on professional development and growth.
- Provide inclusive leadership to multidisciplinary performance team, including assistant coaches and performance support practitioners, establishing and fostering trust and uniting the team to a shared vision.
- Deliver a High-Performance program that is aligned with the outcomes of the:
 - BA High Performance strategy
 - BA Elevate Strategic Plan
 - AIS Win Well Strategy 2032
- What it Takes to Win Framework
- Athlete Development Framework
- Mentor and lead Assistant Coaches to be their best.
- Develop and implement an innovative, world class, basketball program strategy to lead the Gliders to success in major international competitions, including the Paralympic Games and World Championships.
- Collaborate with relevant stakeholders in relation to performance analysis programs that elevate individual development and performance.
- Stay abreast of and make use of evidence based decision-making processes that encourages innovation in program investments
- Provide regular reporting to the HP Manager Wheelchair Basketball and the EGM High Performance as required
- Engagement with Wheelchair Basketball athlete pathway and stakeholders across Australia



Athlete development and wellbeing

- Ensure each athlete has an individual development plan, taking a holistic athlete centred approach.
- Work collaboratively with performance support teams to develop a holistic performance success program for athletes.
- Set measurable performance targets for each athlete in consultation with relevant staff to drive improvement and peak international performance.

- Monitor and review athlete progress, providing honest, balanced feedback to enhance performance while maintaining strong relationships.
- Develop programs that develop individual athletes to be their best.
- Engage in regular communication with athletes both ensuring the athlete feels connected and committed to the Gliders squad.

Stakeholder Management & Engagement

- Establish and maintain outstanding relationships with key stakeholders internal and external to the program within the basketball ecosystem, including State Sporting Organisations (SSOs), the National Institute Network (NIN), the Australian Institute of Sport (AIS), Paralympics Australia, IWBF, and other key stakeholders (e.g., US Colleges, European clubs).
- Be a positive advocate for BA and representing the program in the international arena with positivity, passion and energy.
- Implement and manage an international scouting program to

- ensure competitive readiness for international competitions.
- Establish a platform for technical, tactical, and program direction, contributing to ongoing development.
- Establish strong relationships with the performance support staff creating a program environment aligned with the High-Performance Strategy.
- Respond to reasonable requests for media appearances of comments.
- Represent BA at national and international events as required.

Campaign execution and coaching

- Develop and execute tactical campaign and game plans.
- Execute Head Coaching duties at Benchmark Events.
- In consultation with the HP Manager Wheelchair Basketball and the EGM High Performance, select the annual Gliders squad for international campaigns and events.
- Collaborate with key staff, focusing on development and

- performance assessment for major selections and benchmark events.
- Collaborate with Assistant Coaches to prepare athletes for selection and elite performance.
- Communicate selection decisions with athletes.

TO BE SUCCESSFUL

Experience and Expertise

- Proven experience as a senior wheelchair basketball coach with international exposure who has coached athletes and teams to improve and be successful at international level.
- Experience setting strategy and executing plans effectively that have resulted in sustained success.
- Proven ability to create and sustain a high performance culture and drive positive change.
- Expertise in developing and executing individual player and coach development plans that align with team success factors
- Knowledge of the game including international performance success factors, identifying gaps and building programs to address these areas.
- Proven ability to build trusting relationships with key stakeholders under pressure.

Capability and attributes

- A masterful influencer, able to inspire others on the same journey
- Has a genuine awareness of self and how they impact those around them with the ability to reflect and make adjustments as needed.
- Demonstrates a growth mindset and exhibits bravery in assessing and taking calculated risks.
- An exceptional, respectful and impactful communicator.
- Experience influencing and uniting others to a shared team vision.
- Proven ability to create a psychologically safe environment for staff and athletes.
- Ability to collaborate with external stakeholders.
- Experience leading people through change.
- Passion for growing basketball in Australia and driving long-term success for the Australian Gliders Program.
- Embody our Values of Belonging, Safety, Excellence, Leadership & Teamwork.



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 activites 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.
Program Leadership and 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. Develops and implements consistent development programs that meet the needs of the senior national teams Works effectively and collaboratively with all performance health teams to ensure holistic athlete success Proactive, positive and effective contributor to the broader business.



WHAT ELSE DO YOU NEED TO KNOW

Position Information

- Reports to the High Performance Manager – Wheelchair Basketball
- Regular domestic travel and international travel will be required.
- To be considered for this role, you must have the legal right to work in Australia. Proof of entitlement to work (such as Australian citizenship, permanent residency, or a valid work visa) will be required as part of the recruitment process.
- Current Working with Children and/or Vulnerable People Certificate is required
- Complete National Integrity Framework compulsory courses

Commitment & Expectations

The Head Coach is required to lead the overall program throughout the year for the duration of the appointment (up to 4 years). Time commitment will vary over the course of the year given the nature of the international basketball program cycle.

The Head Coach will be expected to execute coaching duties for lead up and benchmark events such as the IWBF World Championships and Paralympic Games, qualifying events and any other international tournaments, as well as national events and camps. The Head Coach will instigate and maintain regular engagement with players, support staff and the High Performance Manager to drive the success and objectives of the Gliders program in between events. The Head Coach will work collaboratively with the Assistant Coaches, and performance support staff.

For 2026, the calendar of events includes:

- Under 18 and Junior National Wheelchair Championships (April 11-19) – attend but not coach
- Repechage preparation camp (May 5-10)
- World Championship Repechage (Jun 5-11)
- World Championships preparation camp (August 11-16)
- World Championship campaign (September 9-19)
- Frank Ponta Cup (November 9-15) – attend but not coach
- Other activities (e.g., camps, invitational tournaments etc.) to be determined

HOW TO EXPRESS YOUR INTEREST (EOI)

Address your EOI to Rodney Siegel, High Performance Manager – Wheelchair Basketball, and include:

- A cover letter including a brief high-level overview of your professional coaching career, your coaching philosophy and your desire for applying.
- An up to date CV

Email both documents to HP Manager, Wheelchair rod.siegel@australia.basketball

Following an initial review of EOI's, applicants may be invited to attend a panel interview. At this time a more in-depth role description will be provided.

If you require any adjustment to the recruitment and selection process or need an alternative format to any application material, please contact peopleandculture@australia.basketball

