

# HEAD COACH MEN'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 have launched 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

Value	Description	Supporting Actions
<b>BELONGING</b>	Our People feel a sense of belonging, inspired by each other and a greater purpose	Being your authentic self Inclusive of all perspectives and people Aligned to the organisation's goals Creating equal opportunities for all Working as a team, for a team.
<b>SAFETY</b>	Our place is a safe place, for all people, of all abilities, and all backgrounds	Respecting others Mitigating safety risks Trust in your peers and leaders Setting healthy boundaries Prioritising each other's wellbeing
<b>LEADERSHIP</b>	Our organisation leads with pride and influences positive change	Empowering and developing others Challenging with care Being transparent and accountable Have a growth mindset Professionally represent the sport
<b>EXCELLENCE</b>	Our work is innovative and high quality, always striving for excellence	Creative thinking and problem solving World Class standards Working collaboratively internally and externally Evidence Based programs and decisions
<b>TEAMWORK</b>	Our work is delivered by a high functioning team working toward a common goal	Cross-department collaboration Active interest in others work Gaining diverse opinions Challenging each other with care

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

## CHILD SAFEGUARDING

Basketball has a zero-tolerance policy to child abuse and neglect in any form. All Children have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children have the right to take part in sport in a safe, positive, and enjoyable environment. Basketball Australia aims to create and maintain an inclusive, child-safe environment that is understood, endorsed, implemented, and adhered to by everyone involved in basketball.

## WHAT IS THE PURPOSE AND VISION

### BA Centre of Excellence

- BA's Centre of Excellence (CoE) is the national, residential 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 Head Coach Position

- The Head Coach through connected, inclusive and contemporary leadership will lead the technical and holistic coaching of Australia's junior elite athletes at the Centre of Excellence as they progress and aspire to be the next Australian Boomers & Opals.
- The Head Coach will implement and drive athlete development that is aligned with the Athlete Development Framework, What it Takes to Win framework and integrates up to the senior National teams to ensure the ongoing pipeline of young elite Australian talent that can achieve sustained success on the world stage.
- Driven by excellence, the Head Coach will create a safe and envied environment where athletes strive and can be their best.

## 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](#)

## RESPONSIBILITIES OF THE HEAD COACH

### Leadership and Coach Program Management

- Enhance and foster a high-performance culture that prioritises athlete well-being that motivates others, instils excellence and fosters a safe, trusted, and respected team environment.
- Lead the program development of CoE athletes in the daily performance environment with a focus on physical, technical and tactical growth.
- Deliver a High-Performance elite athlete development 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
- Lead meetings and reviews with all relevant stakeholders including assistant coaches, performance support staff and the GM CoE and Performance Pathways.
- Mentor and Lead Assistant Coaches to be their best.



## Athlete development and wellbeing

- Lead the holistic, daily performance environment for identified men's elite national athletes aged 16-19 years.
- Apply evidence-based methodologies to support the holistic development of adolescent athletes.
- Coordinate and manage Individual Athlete Performance Plans (IAPPs) incorporating modern technical, tactical, physical, and mental preparation component taking an athlete centred approach.
- Plan, conduct, and evaluate individual, small group, and team training sessions
- Work collaboratively with performance support teams and education providers to implement performance support programs for athletes.

## Stakeholder Management & Engagement

- Communicate effectively, respectfully and openly with Athletes parents, teachers and other support mechanisms in relation to athlete plans and wellbeing.
- Establish and maintain a highly collaborative relationship with the women's CoE program that fosters teamwork and embeds excellence.
- Deliver the Athlete Development Framework and support State & Territories to deliver as required.
- Deliver presentations at National/State Conferences as required.

## Campaign execution and coaching

- Execute Head Coaching of the CoE Men's NBL1 Team.
- In consultation GM CoE and Performance Pathway, input into selection the Junior squads for international campaigns, CoE camps and Events.
- Assisting the National Men's Program (Boomers)

- Set measurable targets for each athlete in consultation with relevant staff to drive improvement and provide feedback and monitor progress.
- Provide respectful, honest and balanced feedback to enhance performance while maintaining safe relationships.
- Align with the Head Coaches of Senior teams to ensure alignment on what is needed for long term program success
- Participate in developing a coaching philosophy that can be integrated vertically and meets the long term needs of Senior Team.

- Establish outstanding relationships with key stakeholders internal and external to the program within the AIS, State & Territories Associations, and internationally.
- Be a positive advocate for BA and representing the program in the national and international arena with positivity, passion and energy.
- Establish strong relationships with the performance support staff at the AIS creating a program environment aligned with the High-Performance Strategy.
- Represent BA at national and international events as required.

- Execute Head Coaching duties at Elite National Junior Championships when required
- Provide expert coaching, technical, and tactical direction to assistant coaches.

## TO BE SUCCESSFUL

### Experience and Expertise

- Appropriately qualified in the Coaching discipline.
- Proven success within a High-Performance Men's elite athlete development program that delivers sustained success. Elite (adolescent) Men's Basketball Development experience is desirable.
- Proven success in managing and influencing internal and external stakeholders that contribute to the successful development of athletes.
- Proven ability to build trusting relationships with internal and external stakeholders.
- Proven ability to drive and sustain a high-performance culture.
- Proven ability to create a safe and thriving environment for staff and athletes.
- Experience influencing and uniting others around a shared team vision.
- Knowledge of international performance success factors, identifying gaps and building programs to address these areas.

### Capability and attributes

- Embody our Values of Belonging, Safety, Excellence, Leadership & Teamwork.
- An exceptional, respectful and impactful communicator.
- Ability to be agile, and calm under pressure.
- The ability to inspire others to come on the same journey
- 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 collaborator who can bring together diverse needs, stakeholders and groups to achieve a collective vision.
- An empowering leader who can bring out the best in those who rely on their leadership and look to them for guidance.

### All Employees will

- Model our values and mission.
- Create and maintain an inclusive and respectful workplace.
- Act in accordance with all BA policies and protocols which change from time to time.
- Be committed to maintaining a safe and healthy workplace.
- Act consistently with our Employee Code of Conduct.
- Be flexible and responsive and prepared to step-up in times of need

## KEY PERFORMANCE INDICATORS

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



## Coaching Matrix

Coaching	Assistant Coach Opportunities
NBL1 CoE Team	Boomers/Opals Qualifying Window
National Performance Camp	

## Professional Development Opportunities

- Delivery at National/State Conference
- Mentoring and consultation with Senior National Team Head Coach
- Exposure to international events and competitions

## WHAT ELSE DO YOU NEED TO KNOW

### Position Information

- Reports to the General Manager, Centre of Excellence & Performance Pathways
- **The position is undertaken on site at the Centre of Excellence, Australian Institute of Sport (AIS), Bruce, ACT**
- Maintenance of Working with Children and full security clearance required by the AIS

### Commitment & Expectations

This is a full time position.

Due to the nature of the sport and the residential program, there will be expectation for reasonable additional hours and working on weekends. This will be managed in line with the BA Leave Policy.

### Role Location and Travel

Regular domestic travel and international travel will be required.

### Working rights

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.



## HOW TO APPLY

Please address, **Jason Smith EGM High Performance**, a short Expression of Interest (no more than 2 pages) outlining why you are the best person for the job. This should include how your experience relates to the position outline and how you align to the BA values of Belonging, Safety, Excellence, Leadership & Teamwork. Please also include your current CV.

Please send to [peopleandculture@australia.basketball](mailto:peopleandculture@australia.basketball).

Only applicants considered suitable will be contacted in relation to next steps.

