

AFF ASSISTANT NATIONAL TEAM COACH

TITLE: **Assistant National Team (Weapon) Coach** (potentially 3 positions per state to be filled): Men's and Women's Epee (Assistant National Epee Coach), Men's and Women's Sabre (Assistant National Sabre Coach), Men's and Women's Foil (Assistant National Foil Coach).

ROLE: Each Assistant National Team Coach is directly responsible to the **National Team (Weapon) Coach** for implementing the National Training (Weapon) Program in their state developed by the National Team (Weapon) Coach to qualify AFF Australian Team members for the individual and/or team events to the 2012 Olympic Games in London, England. The National Team Coaching staff will prepare AFF athletes for medal performances at World Cup, World Championships, Zone Championships and Competitions, and the 2012 Olympic Games.

REPORTS TO: High Performance Manager and National Team (Weapon) Coach

SALARY: Salary will be on a fee for service basis.

RANGE: Coaching fees based on \$75.00 per hour for Squad Sessions, \$25.00 per half hour for Individual lessons, and other fees as per the AFF Coaches Fee Schedule.

CONTRACT PERIOD: This position is a part-time position starting April in 2010 with the following stipulations: Each Assistant National Team Coach will undergo 3 performance reviews based on the essential functions of the role as listed below. These reviews will be done after the 6th month of employment, 18 months prior to the 2012 Olympic Games and one-month post the 2012 Olympic Games.

SUMMARY

Australian Fencing is on the road to success in 2012 and the Assistant National Team (Weapon) Coach plays a pivotal role in the development, planning, and execution of our National Strategy for elite performance and medal results at the international level. For their respective weapon, the Assistant National Team (Weapon) Coach will assist the National Team (Weapon) Coach execute their plan to achieve success in 2012 and the Assistant National Team (Weapon) Coach will work with all National Team Members from their state and their personal coaches to implement and effect this vision.

POSITION REQUIREMENTS

ESSENTIAL:

- Formal Level 2 or 3 coaching certification from the NCAS or other recognized international organization OR a proven history of successful coaching at the top international levels of Fencing.
- Proven successful coaching of athletes and teams at National Championships.
- Demonstrated ability to implement a comprehensive program that serves a broad base of constituents.
- Strong communication skills with a demonstrated ability to communicate with a wide variety of stakeholders (athletes, parents, coaches, and AFF staff).
- Demonstrated time management skills.
- A willingness to work irregular hours.
- A capacity to travel domestically and overseas for extended periods
- Ability to work unsupervised with tight deadlines.
- Requirement to undergo and pass AFF approved background check.
- Strong commitment to Sports Science with the ability to implement these concepts into training programs.
- A history of operating with integrity, and being known as an individual with excellent character.

ESSENTIAL FUNCTIONS

1. Coaching

- To be part of a network of Assistant National Coaches to oversee the training of Australian Team Members.
- To identify new and upcoming athletes (Talent Identification) and to work with the National Team (Weapon) Coach to implement a programmatic plan for athlete development.
- To plan and implement training camps at all levels according to what the National Team Coach deems necessary for international success.
- To coach Australian Team athletes (if required) at National and International events.

2. Communication

- To participate in any High Performance planning sessions scheduled by the National Team (Weapon) Coach: these include annual planning, post season evaluation and other meetings deemed necessary by the National Team (Weapon) Coach.
- To provide the National Team (Weapon) Coach with monthly updates pertaining to the plans, competitions, and results of the National Team (Weapon) Members in their state.
- To communicate with top athletes, their personal coaches (Home Coach), parents of minor athletes and other program participants on a regular basis ensuring that all have the relevant information for planning and competing.

3. Monitor and Evaluation

- To monitor and track the execution of the training plans for individual athletes.
- To review National Training Program goals for their National Team Members with the National Team (Weapon) Coach on a periodic basis and make adjustments when necessary.
- To collect performance data relevant to the High Performance Plan.
- To participate in the development of a Performance Enhancement Team consisting of selected Medical, Science, Equipment and Technology providers to the National Team weapons squads in their state.

5. Coaching Education

- The Assistant National Team Coaches will provide services and expertise (on a fee for service basis) to the AFF national coaching programs.

5. Standards

- To abide by and assist in the development and enforcement of the AFF approved Code of Conduct.
- To operate within the standards of ethical behavior outlined in the AFF Coaching Ethics Code.
- To maintain a current and appropriate AFF membership level

6. Accountability

- Assistant National Team Coaches will be reviewed 6 months after they are hired, 18 months prior to the 2012 Olympic Games and one month after the Olympic Games. This will be a formal review process and appraisal.
- Assistant National Team Coaches will be reviewed based on the following key performance indicators:
 - Compliance with the Essential Functions set forth in the Assistant National Team Coach Contract.
 - Ability to deliver the National Training Program to Australian Team Member in their state.
 - Ability to communicate this program to all constituents.
 - Ability to meet stated deadlines.

ADDITIONAL FUNCTIONS

Assistant National Team (Weapon) Coaches will have the opportunity to assist the **National Team (Weapon) Coach** by providing input to the following National Team (Weapon) Coach responsibilities:

1. Planning

- In consultation with the HPM and HPC, develop, publish, and manage the annual designated competition calendar for their respective weapon.
- To prepare the Australian Team annual training and competition plan.
- In concert with an athlete's personal coach (Home Coach) and Assistant National Coaches to prepare individual athlete annual plans for the National Team Level only (Senior, Junior)
- To develop a coaching structure to support teams and athletes in attaining Medal level results.
- To develop performance targets (goals, objectives and benchmarks) for the Australian Team at the Cadet, Junior and Senior levels.
- To participate in developing initiatives to obtain funding for athletes. This may include sponsorship, grants, travel expenses, per diems, and any other available funding for athletes.
- In consultation with the High Performance Staff to plan and manage the weapon squad budget for the fiscal year.