

# Department of State Growth

## Statement of Duties

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<b>Position Title:</b>	Pathway Hockey Coach
<b>Position number:</b>	005600
<b>Award/Agreement:</b>	Tasmanian State Service Award
<b>Classification level:</b>	General Band 3
<b>Division/branch/section:</b>	Creative Industries, Sport and Visitor Economy/Tasmanian Institute of Sport
<b>Location:</b>	Hobart
<b>Employment status:</b>	Fixed term flexible
<b>Supervisor:</b>	Head Hockey Coach

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### Position Objective

Responsible for development, implementation, and delivery of the Tigers Academy Program, state-wide. Ensure alignment between the State teams' program and Tigers Academy Program to achieve expected performance outcomes at national championships. The role will also assist the Head Coach in supporting other TIS hockey activities.

### Major Duties

- Lead and develop the Tigers Academy Program groups across all regions: North, Northwest, and South. The Coach will regularly be present in all regions when program activities occur.
- Provide programming, curriculum development, selection criteria, manage all selection arrangements for the Tigers Academy Hockey Program.
- Implement Individual Development Plans (IDPs) for all U18 Tigers Academy athletes and provide formal feedback for U16 and U14 Tigers Academy athletes on athlete progression and development.
- Ensure alignment between State Championships, State Programs and Tigers Academy Program.
- Provide training and competition programs for athletes identified in the TIS Talent Identification Program.
- Support the TIS Head Hockey Coach with coaching and co-ordinating training programs for TIS athletes as required.

- Support the TIS & Hockey Tasmania in developing state team coaches and coaches operating in the high-performance pathway.
- Maintain positive relationships with local club's coaches in relation to athletes that are in pathway program and also the local club system.
- Maintain open communication and collaboration with Hockey Tasmania regarding the delivery of the Tiger Academy program.

### **Scope of Work: (Responsibility, Decision-Making and Direction Received)**

The Hockey Coach is responsible for the development of pathway hockey athletes with a strong focus on pre-emerging athletes in consultation with the TIS Head Hockey Coach.

The Hockey Coach is expected to set work priorities, exercise initiative and sound decision making to effectively achieve the outcomes of the position.

Liaise as required with Hockey Tasmania and the wider hockey community.

This role will require the occupant to work extended hours, evenings, and weekends, including intra-state and interstate travel as required.

The Hockey Coach will work with supervision from the TIS Head Hockey Coach in achieving position objectives.

The occupant will be required to use initiative and make independent decisions on matters concerning day to day operations within established guidelines and associated reporting requirements.

### **Selection Criteria (Knowledge and Skills):**

- Demonstrated ability to develop and implement programs for developmental, pre emerging talented hockey athletes in conjunction with other specialised coaching and sports performance consultants.
- Proven record of coaching hockey at a regional, state and/or national level.
- Demonstrated ability to convey instructions, provide feedback, and build positive relationships with athletes, pathway coaches, club coaches parents and other relevant stakeholders.
- Demonstrated high level self-motivation, initiative and decision making, including the ability to work with minimal supervision.
- Demonstrated administration, planning and data management (computer) skills including performance analysis and software applications for athlete monitoring.
- Proven capacity to work as part of a team and be adaptable and flexible.

## **Position Requirements**

### ***Pre-employment***

The Head of the State Service has determined that the person nominated for this role is to satisfy a pre-employment check before taking up the appointment, promotion or transfer. The following checks are to be conducted.

1. *Conviction checks in the following areas:*
  - a. *Crimes of violence*
  - b. *Sex related offences*
  - c. *Serious drug offences*
  - d. *Crimes involving dishonesty*
  - e. *Serious traffic offences (if Driver's Licence is an essential requirement)*
2. *Identification check*
3. *Disciplinary action in previous employment check*

### ***Essential***

Evidence of the following must be provided prior to appointment to this role:

- *Current Tasmanian Working with Children Registration*
- *Current First Aid Certificate*
- *Current Driver's Licence*
- *Successful completion of Sport Integrity Australia's Ethical Decision Making & Introduction to Match Fixing online education modules.*

The person must continue to satisfy the above essential requirements/qualifications throughout their employment in this role.

### ***Desirable***

- *Coaching certification in Hockey and with other sporting disciplines at national and/or international level would be deemed an advantage.*
- *Demonstrated sound knowledge and/or qualification in either sports performance services, sports science, strength & conditioning, performance analysis.*

## **Working at State Growth**

The Department of State Growth works to grow our economy and provide opportunities for all Tasmanians. We provide support and strategy advice in relation to key economic drivers including energy, industry sectors, resources, regulation and infrastructure. We support the delivery of a range of public services and have a strong focus on investment attraction and the development of innovative strategies that drive state growth.

The Department's website <https://www.stategrowth.tas.gov.au/> provides more information.

Our department is a diverse, inclusive and flexible workplace that enables our people to contribute to their full potential. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our clients with respect.

State Growth is a values-based organisation. Our aim is to attract, recruit and retain people who will uphold our values and are committed to building a strong values-based culture. Our values and behaviours reflect what we consider to be important, that is

*Our people* who are at the heart of the organisation; *our decisions* which are based on sound principles; and *our clients* who are at the centre of what we do.

We have the ***Courage to Make a Difference*** through:

- ***Teamwork*** – our teams are diverse, caring and productive
- ***Respect*** – we are fair, trusting and appreciative
- ***Excellence*** – we take pride in our work and encourage new ideas to deliver public value
- ***Integrity*** – we are ethical and accountable in all we do

We are committed to high standards of performance relating to Workplace Health and Safety and all employees are expected to participate in maintaining safe working conditions and practices. State Growth has zero tolerance to violence, including violence against women and any form of family violence. We will take an active role to support employees and their families by providing a workplace that promotes their safety and provides the flexibility to support employees to live free from violence.

All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to (*State Service Act 2000*). These can be located at State Service Management Office ([www.dpac.tas.gov.au/divisions/ssmo](http://www.dpac.tas.gov.au/divisions/ssmo))

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