

Department of State Growth

Statement of Duties

Position Title:	Head Hockey Coach
Position number:	002143
Award/Agreement:	Tasmanian State Service Award
Classification level:	General Band 6
Division/branch/section:	Creative Industries, Sport & Visitor Economy / Tasmanian Institute of Sport
Location:	Hobart
Employment status:	3-year contract
Supervisor:	High Performance Manager

Position Objective

Lead and deliver the Tasmanian Institute of Sport Hockey Program, including Hockey Australia's National Athlete Pathway Program (NAPP) in Tasmania, ensuring athletes are well-prepared to succeed within the Hockey Australia National Pathway.

Major Duties

Oversee and deliver a high-performance environment for all TIS hockey athletes with a focus on nationally identified athletes, ensuring Hockey Australia's strategies for technical skill development, "Way of Play," and high-performance standards are embedded.

Coach and support the development of hockey athletes in the TIS environment managing resources and creating individual performance and training plans.

Ensure hockey athletes receive appropriate TIS performance services, aligning with national frameworks like the National Testing Protocols for physical competencies.

Lead Tasmania's national athlete identification process, providing pathways for athletes across the state to be assessed for inclusion in Hockey Australia's national program.

Regularly communicate with national coaches and pathway program staff to support the development of nationally identified athletes.

Collaborate with Hockey Tasmania on the operations of state programs, including state teams and the Tigers Academy, and contribute to selection processes by providing technical advice and player assessments aligned with national standards.

Provide guidance on national skills frameworks and coaching trends to state pathway coaches and athletes to ensure consistency in technical direction and coaching standards.

Support Hockey Australia's national squads and teams through coaching, selection, and identification processes, and provide guidance for national and international competition opportunities.

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

The Head Hockey Coach reports to the TIS High-Performance Manager. The occupant exercises a high degree of autonomy in leading the sporting institute's Hockey Program, Tigers Academy and the requirements of Hockey Australia's National Athlete Pathway Program (NAPP). The occupant is responsible for ensuring compliance with all policies, guidelines and regulations related to athlete welfare, safety and anti-doping protocols.

The position is required to work flexibly and collaboratively across the sporting institute providing technical expertise and analysis as well as drive continuous improvement and innovation in performance programs.

The position is based in Hobart and will require intrastate, interstate and international travel.

Selection Criteria (Knowledge and Skills):

- Demonstrated experience as a hockey coach at an elite or high-performance level. This includes a proven track record of developing athletes to achieve significant performance outcomes.
- Demonstrated in-depth knowledge and understanding of Hockey Australia's high-performance framework, coaching techniques, training methodologies and strategies across various disciplines. Ability to apply this expertise to effectively coach and improve athlete performance.
- Experience in managing and implementing high-performance programs, including athlete development pathways, training schedules, competition planning, and talent identification.
- Ability to work collaboratively with other coaches, sports scientists, and other relevant disciplines to create an integrated high-performance team environment.
- Display a strong understanding and competence in utilising technologies relevant to athlete performance management, data and video analysis and program administration. This includes proficiency in sports performance tracking systems, athlete monitoring platforms, data analytics tools, and other relevant software and applications.
- Demonstrated leadership qualities with the ability to inspire and motivate athletes and staff. Excellent communication skills to effectively convey instructions, provide feedback, and build positive relationships with athletes, coaching staff, and other stakeholders.

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 and or experience in the hockey pathway environment at national or international level.*
- *Demonstrated 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)
