



South Queensland Sharks

Head Coach

Position Description & Appointment Guidelines

1. Purpose

This document outlines the role expectations and appointment process for Head Coaches within the South Queensland Sharks Representative Program. Head Coaches provide leadership and oversight of coaching appointments and technical delivery across the NTL and NYC campaigns.

2. Tenure & Oversight

- **Number of Roles:** 2 (Male Head Coach & Female Head Coach)
- **Term:** Appointed for the duration of an NTL and NYC campaign.
- Roles may be split where an individual cannot support both campaigns (e.g., NTL Head Coach or NYC Head Coach).
- Oversight and guidance provided by the SQBD Board in consultation with the Sports Performance Panel (SPP).

3. Ideal Experience

- **High-Performance Coaching Background:** Experience coaching at state, national, or elite club level.
- **Representative Program Involvement:** Prior roles in NTL, NYC, or similar tournaments.
- **Leadership Experience:** Proven ability to lead and mentor coaching teams.
- **Talent Development:** Experience supporting junior-to-senior athlete progression.
- **Selection Processes:** Familiarity with fair and transparent player selection procedures.
- **Stakeholder Engagement:** Ability to communicate effectively with players, parents, officials, and administrators.
- **All Coaches:** Must also hold a valid Working with Children (Blue) Card where required.

4. Appointment Process

- Head Coach nominations will be publicly announced via SQBD social media channels and website.
- Applications will be submitted by the defined closing date.
- The Sports Performance Panel (SPP) will oversee the recruitment process, including shortlisting and interviews where required.
- The SPP will make recommendations to the SQBD Board for approval.
- Once approved, appointments will be communicated directly to applicants and announced publicly via SQBD platforms.

5. Role Responsibilities

a. Prior to a Tournament

- i. Engage with previous and prospective coaches to assess suitability and interest.
- ii. Conduct and/or support interviews with coaching applicants.
- iii. Recommend coaching appointments to the SPP/Board.
- iv. Notify successful and unsuccessful candidates.
- v. Support the appointment of Assistant Coaches in collaboration with Division Coaches.
- vi. Host a pre-campaign induction for all coaches to establish expectations.





- vii. Provide ongoing support and guidance to coaches in the lead-up to tournaments.
 - viii. Collaborate with the Head Selector to ensure transparent and fair selection processes across age groups.
 - b. During a Tournament
 - i. Provide direct support and leadership to appointed coaching staff.
 - ii. Ensure the safety, welfare, and wellbeing of players and staff during all events.
 - iii. Promote and uphold positive team culture, sportsmanship, and professional behaviour.
 - iv. Attend compulsory Sharks days, training sessions, and tournaments as required.
 - v. Engage with parents and stakeholders when necessary to build strong connections.
 - c. After a Tournament
 - i. Capture feedback from coaches regarding the campaign, including interest in future roles.
 - ii. Report to the SPP/Board on coaching performance and tournament outcomes.
 - iii. Conduct performance evaluations of Division Coaches, Assistant Coaches, and Managers.
6. Reporting & Performance Evaluation
- Head Coaches report directly to the SQBD Board via the SPP.
 - Evaluations include assessment of coaching group effectiveness, adherence to policies, and campaign outcomes.

7. Key Competencies

Competency	Description
Leadership & Oversight	Provide vision, direction, and accountability for the Sharks' coaching group
Coaching & Technical Knowledge	Strong background in high-performance coaching and athlete development
Communication	Deliver clear, consistent communication to coaches, selectors, players, and parents
Collaboration	Work effectively with SPP, Head Selectors, Division Coaches, and Managers
Culture & Integrity	Promote inclusivity, sportsmanship, and a positive Sharks identity
Evaluation & Improvement	Review performance and provide constructive feedback to enhance future campaigns

