



# Position Description

<b>Position Title:</b>	Representative Squad Coach		
<b>Reports to:</b>	CVNA Board – Development Director	<b>Direct Reports:</b>	NA
<b>Employment Status:</b>	<p>The role of Rep Squad Coach is representative, acting on behalf of the CVNA association. The role is not deemed to be an employment position.</p> <p>The Representative Squad coach will be paid an honorarium.</p>		
<b>Time Commitment:</b>	<p>This is a fixed-term engagement for the current year/season through to the completion of the Association Championship duties. Attendance at all training sessions, tournaments, and Rep program meetings.</p>		
<b>Key Relationships:</b>	<p>Works with the Squad subcommittee/CVNA Operations Administrator; and</p> <p>Team officials, CVNA Operations Manager, Selection Panel, Board members, Netball Victoria, Other Associations</p>		
<b>Central Victorian Netball Association:</b>	<p>Central Victorian Netball Association is a not-for-profit, member-based organisation governed by a volunteer Board of Management. CVNA strive to provide for participation opportunities in the sport of netball in a safe, fair, inclusive, and welcoming environment offering skill development, physical, social, and mental health benefits for all throughout the North Central Region and Northern Zone.</p> <p><b>Vision:</b> Inspiring future generations with a passion for netball, and nurturing the skills to achieve their very best, by providing professional, skilled support.</p> <p><b>Purpose:</b> Provide for participation opportunities in the sport of netball in a safe, fair, inclusive and welcoming environment offering skill development, physical, social and mental health benefits for all throughout the North Central Region and Northern Zone.</p> <p><b>Values:</b> Integrity, communication, respect, consistency, and inclusion.</p>		
<b>Commitment to Child Safety:</b>	<p>We require all applicants to undergo background checks and screening prior to or during any appointment. Netball's Commitment Statement to Safeguarding Children and Young People and other important information can be found at <a href="https://vic.netball.com.au/child-safety-netball">https://vic.netball.com.au/child-safety-netball</a></p> <p>At Central Victorian Netball Association, we embrace diversity in gender, age, ethnicity, disability, religion, and sexual orientation. We are committed to providing a safe environment for children across Netball.</p> <p><b>Central Victorian Netball Association's Commitment to Safeguarding Children &amp; Young People</b></p> <p>Every person in the netball community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care. CVNA is committed to promoting and protecting the rights of children and preventing abuse from occurring by fostering a culture where children feel safe and empowered. We also seek to ensure the cultural</p>		



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	<p>safety of First Nations children, children from culturally and/or linguistically diverse backgrounds and children with a disability.</p>
<b>Objective of Role:</b>	<p>The Squad Coach is responsible for leading the development, preparation, and performance of an allocated Representative Squad Team. This includes planning and conducting regular training sessions, coaching the team through regional tournaments and the North Central Zone Association Championships, and fostering a positive, inclusive, and growth-focused environment. The role contributes to strengthening the reputation of the Association through exacting standards of coaching, conduct and player experience, while ensuring all players receive fair opportunities for development and court time.</p>
<b>Key Duties:</b>	<p>The key duties of this role include, but are not limited to:</p> <p><b>Training &amp; Player Development</b></p> <ul style="list-style-type: none"><li>• Plan and deliver regular, structured training sessions that develop individual and team skills.</li><li>• Provide coaching that aligns with CVNA values, player development principles, and representative program goals.</li><li>• Enhance the technical, tactical, and physical skills of all players in the squad.</li><li>• Give constructive feedback to support player growth and confidence.</li></ul> <p><b>Tournament &amp; Championship Leadership</b></p> <ul style="list-style-type: none"><li>• Coach and manage the team throughout designated regional tournaments.</li><li>• Lead the team through the North Central Zone Association Championships, ensuring preparedness and professionalism.</li><li>• Ensure all players receive a minimum of <b>20% court time</b> in each tournament, in line with CVNA policy.</li></ul> <p><b>Team Culture &amp; Experience</b></p> <ul style="list-style-type: none"><li>• Create a positive, inclusive, and supportive team environment for players, parents, and support personnel.</li><li>• Promote behaviours that reflect CVNA's reputation and uphold high standards of sportsmanship.</li><li>• Communicate openly with players, parents and Association personnel regarding schedules, expectations, and team progress.</li></ul> <p><b>Representation &amp; Conduct</b></p> <ul style="list-style-type: none"><li>• Represent the Association with professionalism at all tournaments, events, and interactions.</li></ul>



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	<ul style="list-style-type: none"><li>Contribute to building the Association's reputation through strong coaching standards, respectful conduct, and player welfare.</li></ul> <p><b>Administration &amp; Coordination</b></p> <ul style="list-style-type: none"><li>Work collaboratively with the Rep Squad Coordinator, Team Manager and volunteers to ensure smooth team operations.</li><li>Attend required coach briefings, meetings, and development sessions.</li><li>Submit required documentation, team lists, and reports in a timely manner.</li></ul>
<b>CVNA Policies</b>	<p>Required to adhere to the policies, procedures and codes of conduct established by the Central Victorian Netball Association.</p> <p>These policies are available on the CVNA website: <a href="https://www.cvna.com.au/governance">https://www.cvna.com.au/governance</a> and coaches are expected to familiarise themselves with them prior to commencing the role.</p>
<b>Qualifications</b>	<p>Must have:</p> <ol style="list-style-type: none"><li>1. Current Working with Children Check (WWCC) – employee or volunteer.</li><li>2. Current driver's licence</li><li>3. Current Netball Victoria membership</li><li>4. Current Development level coaching accreditation through Netball Victoria (except for under 13 Next Gen Foundation coaching accreditation is acceptable).</li></ol>
<b>Funds &amp; Equipment</b>	<p>This role has no authority to spend or commit Association funds without prior approval of the Board.</p> <p>The Association will provide all necessary equipment for this role. All equipment will remain the property of the Association and will be returned in good order, acknowledging fair wear and tear, upon completion or termination of this engagement.</p>
<b>Termination</b>	<p>Either party can terminate this engagement with 2 weeks written notice.</p> <p>Either party can terminate this engagement with immediate effect in the event of a breach of the terms of this engagement, including a breach of the CVNA policies or Victorian Child Safety Standards.</p>
<b>Confidentiality</b>	<p>In your role you will have access to personal information on players and their families. This information is to be held in the strictest confidence and not released to any other party without prior approval of the Association Board.</p>