



Position Title:	High Performance Manager
Work Area:	High Performance
Reports to:	Director of Netball
Position Location:	155 Railway Terrace, Mile End, SA 5031. This role will require regular work outside of normal office hours, including weekends in accordance with Netball SA programs. This role will require interstate travel in accordance with Netball SA and Adelaide Thunderbirds programs.
Direct Reports:	Adelaide Thunderbirds Head Coach, Strength and Conditioning Coach, Performance Analyst, Athlete Well-Being & Engagement Lead, Adelaide Thunderbird support staff
Modified:	August 2023

About Netball SA: Netball SA is the peak State Sporting Organisation for netball in South Australia and is affiliated with Netball Australia. Netball is the leading women's participation sport in Australia.

Netball SA is responsible for the governance, development, promotion, and administration of netball throughout South Australia and has the responsibility for servicing its 35,000 members, the operations of Netball SA Stadium and the running of its elite team, the Adelaide Thunderbirds.

As a professional sporting organisation with extensive community reach, Netball SA is committed to enhancing the reputation of the sport and communicating news of significance to members, fans, supporters, and the general public.

Netball SA Purpose: Netball SA exists to enrich lives, enhance communities, and inspire generations.

Further information on Netball SA: <https://sa.netball.com.au/>

NETBALL SA VALUES



Primary Purpose of Position

The High-Performance Manager is responsible for the leadership and management of Netball SA's key Elite programs including the Adelaide Thunderbirds, Adelaide Thunderbirds Futures and Elite Pathway programs.

The primary focus of the role is to:

Provide leadership and performance direction to enhance athlete, coach, program performance and development as well as systems integration.

Build a centralised elite performance program and network, utilising best practice and innovation in multi-disciplinary elite performance teams to identify the highest standard of coaching and talent selection in order to maximise the success of the elite performance pathway.

Build relationships, credibility, and strategic partnerships with stakeholders including elite coaches and athletes, sports science, sports medicine personnel and program partners.

Key Result Areas	Accountabilities and Responsibilities
Adelaide Thunderbirds	<ul style="list-style-type: none"> • Source and manage suitable support and resources for the Adelaide Thunderbirds that sustain a world-class high-performance culture, including but not limited to, suitable access to coaching, sport science/sport medicine services, athlete welfare, and professional development programs. • Manage the development of an appropriate world class training environment for the Adelaide Thunderbirds that meets the short and long-term needs of high-performance staff and athletes and contributes to the goal of sustainable success for the team. • Coordinate the Adelaide Thunderbirds list management group, including the Head Coach, and manage an aligned and effective Adelaide Thunderbirds athlete recruitment and contracting process. • In conjunction with the Adelaide Thunderbirds list management group and Head Coach, identify the future talent needs of the Adelaide Thunderbirds and develop succession plans and recruitment strategies to address. • In conjunction with the Adelaide Thunderbirds Head Coach, develop, oversee, and evaluate progress against Individual Performance Plans (IPPs) for the development of Adelaide Thunderbird squad members.
Governance	<ul style="list-style-type: none"> • Understand and ensure 100% compliance for the Adelaide Thunderbirds to SSN contracting and compliance guidelines/policies as stated by Netball Australia. • Understand and ensure 100% compliance to Netball Australia guidelines/policies for the Elite Pathway teams as stated by Netball Australia.
Elite Pathways	<ul style="list-style-type: none"> • Provide leadership to the high-performance staff, including coaches and support staff so there is clear direction, support and feedback on performance including annual performance appraisals. • In conjunction with the Director of Netball appoint coaches and performance staff for Elite Pathway programs as required. • In conjunction with program staff, develop, provide guidance, and continually evaluate Elite Pathway programs to ensure a best practice program which supports sustained success in the pathway.
Strategic and Financial	<ul style="list-style-type: none"> • Comply with NSA Financial Policies and Procedures. • Provide accurate and timely reporting within deadlines. • In conjunction with the Director of Netball work with the GM Corporate Services to develop budgets to ensure programs and processes are suitably resourced to achieve best practice high performance outcomes. • Monitor, and report via Director of Netball any variances to the budget.

	<ul style="list-style-type: none"> • Ensure that all agreed strategies and key performance indicators are achieved.
Leadership	<ul style="list-style-type: none"> • Ensure that team KPIs and strategic objectives are achieved. • Mentor and grow team members. • Manage performance of direct reports and address any issues or under performance in a timely manner. • In consultation with senior management, assist with formal disciplinary procedures.
Other duties	<ul style="list-style-type: none"> • Any other duties within the employee's capabilities and which is reasonable to expect the employee to undertake as directed by management from time to time.
Work Health and Safety	<ul style="list-style-type: none"> • Comply with all Netball SA policies, procedures, and relevant legislation. • Comply with all reasonable instructions from managers in relation to health and safety. • Take reasonable care of your own health and safety. • Ensure your actions or omissions do not adversely affect the health and safety of other persons. • Report any hazards, near misses and incidents to your manager and complete the required formal report mechanism. • Complete relevant health and safety training, as required. • Comply with the Netball SA policies and procedures which set out governance standards and manage risks for our organisation. You are responsible for being aware of and complying with the policies and procedures.

Qualifications, Skills & Experience Required:

- Relevant tertiary qualifications (i.e. Management, Sports Science, Human movement, Education)
- Professional accreditation (i.e. ESSA HP Manager)
- Minimum NCAS Level 1 Coaching qualifications (any sport)
- At least 10 years management experience in elite sporting environments
- An understanding of the structure and dynamics of high-performance sport, including the interrelationships at local, state and national level
- Knowledge of athlete management systems and video analysis systems
- Strong leadership skills, with proven success in the planning, implementation, and ongoing management of cultural and organisational change
- Strong interpersonal and communication skills and proven ability to work with a complex and diverse group of stakeholders such as elite coaches, sports sciences, sports medicine, education, and technology staff
- Demonstrated ability to manage financial resources, including program and departmental budgets
- Strong managerial, organisational, and strategic planning ability
- Ability to effectively plan and prioritise work and maximise the use of internal and external resources to achieve agreed results
- Current Working with Children check
- Current drivers' licence and vehicle.

Acknowledgement

I ACKNOWLEDGE that I have read and understand the responsibilities and expectations as set out above.

Signed by Employee:

Name of Employee:

Date:

Signed by Department Manager:

Date:.....