POSITION TITLE: Shotgun National Team Coach

BACKGROUND

Shooting Australia (SA) is recognised as the National Sporting Organisation (NSO) for the sport of shooting in Australia.

SA is recognised by Sport Australia (formerly the Australian Sports Commission), the Australian Institute of Sport (AIS), the Australian Olympic Committee (AOC), Commonwealth Games Australia (CGA), the International Shooting Sports Federation (ISSF) and the Oceania Shooting Federation (OSF) as the NSO for the sport of shooting in Australia.

SA’s key internal stakeholders are the National, State and Territory Shooting Associations and affiliated clubs. SA currently has five Full Member organisations and one Associate Member. SA works closely with Sport Australia, the AIS and the National Institute Network (NIN) to deliver a world leading sporting system.

Purpose
- To enable Australian athletes to be World’s best.

Vision
- Collectively driven sustained International Podium Success.

Position
- Shooting Australia is the peak body responsible for leading the growth, sustainability and success of target shooting sports in Australia.

From 2017, the Victorian Institute of Sport (VIS) will partner with SA to deliver the Shotgun National Centre of Excellence through the provision of a world-class daily training environment including servicing, resource and support.

PRIMARY JOB PURPOSE

The Shotgun National Team Coach is responsible for overseeing the development and execution of the Shotgun National Team Program. This includes preparing athletes and leading the Shotgun National Team in to international competitions such as ISSF World Cups, World Championships and the Olympic Games. Between events, the Shotgun National Team Coach will work closely with targeted high performance athletes and their personal coaches to plan and deliver a world-class approach to their training and competition preparation.

The Shotgun National Team Coach will be responsible for supporting both Trap and Skeet athletes, and will be supported by Shooting’s Performance Support Manager (PSM) and a team of performance support staff from the VIS. The Shotgun National Team Coach will report to SA’s High Performance Director (HPD).

KEY ACCOUNTABILITIES, OUTPUTS AND ACTIVITIES

The activities of the Shotgun National Team Coach will be consistent with SA’s Strategic Plan and High Performance (HP) Plan and consist of:

National Team Program Planning and Management
- Plan and deliver a world-class Shotgun National Team Program with a focus on sustainable success in international competition;
- Lead the development of an annual calendar of events for SA’s Shotgun athletes and teams;
- In conjunction with Shooting’s PSM, lead the development, monitoring and revision (as required) of individual performance plans for targeted Shotgun high performance athletes;
- Work closely with personal coaches to establish and maintain world-class daily training environments for all identified athletes;
- Connect regularly with the VIS Performance Support Team to explore how they might enhance athlete development and performance, and implement strategies/solutions as required;
- Work closely with SA HP staff to plan and deliver logistics associated with the Shotgun National Team’s engagement in domestic and international camps and competitions;
- Support the selection of athletes to Shotgun National Teams through the provision of performance data and other information to SA’s Shotgun Selection Panel;
- Establish and lead effective processes around the transition of athletes between their home DTEs and the National Team environment;
- Support the HPD and PSM to identify and engage Assistant Coaches and performance support staff to National Team and other activities involving Shotgun high performance athletes;
- Lead (i.e. by example) the development and maintenance of a culture of personal integrity and performance excellence, on and off the range.

Stakeholder Engagement

- Develop and maintain strong working relationships through regular and effective communication with the personal coaches of targeted Shotgun high performance athletes;
- Attend Shotgun domestic events to connect with targeted high performance athletes and their personal coaches and the Shotgun community at large;
- Work closely with Member Organisations to increase their capability and capacity to contribute to agreed high performance outcomes;
- Maintain strong relationships with a variety of HP stakeholder organisations and the Shooting community at large.

Performance Monitoring and Reporting

- Monitor and record the performances of Australian athletes in both domestic and international competition and ensure that their performance data is kept up-to-date (i.e. for selection and performance analysis purposes);
- Assist the HPD and PSM with the preparation of Shotgun athlete and event reporting and other documentation required by HP stakeholder organisations including the AOC, AIS, VIS, etc.

Other Duties

- Where appropriate and required, establish links with other world-class programs, coaches and/or people with specific expertise in high performance sport;
- Be an active member of SA’s high performance leadership team and contribute to the ongoing development of a world-class performance culture for SA and its athletes.

**KEY PERFORMANCE INDICATORS**

The successful implementation of the Shotgun National Team Program and relevant parts of the SA High Performance Plan including:

- Delivering medals at events that matter in line with key performance targets;
- Delivering a program and framework that creates sustained international success;
- Creating a successful high performance culture with/for athletes and coaches;
- Developing and maintaining of world-class DTEs for all Shotgun high performance athletes;
• Increasing the quality and quantity of athletes and coaches in the program;
• Leading a coach-driven program underpinned by strong working relationships with all identified athletes and personal coaches;
• Building and maintaining strong relationships with key partners including the AIS and VIS;
• Successfully collaborating with and leading our Member Organisations;
• Successfully contributing to the Shooting Australia culture – LUCIE.

LOCATION

The role will be based in Melbourne and work out of the VIS’ offices. Candidates should note that significant domestic and international travel will be required.

HOURS

This is a full time role. Due to the nature of the role, work outside of normal business hours including evenings, weekends and public holidays, is considered part of the ‘normal’ working week.

REMUNERATION

An attractive salary package will be negotiated with the successful applicant based on their skills and experience. Other tools of the trade such as mobile phone and laptop will also be provided.

SELECTION CRITERIA

Essential

• Demonstrated experience in working with and developing Shotgun athletes and coaches;
• A demonstrated understanding of and ability to plan and implement a coach-driven program;
• A demonstrated understanding of and experience in delivering a quality high performance daily training environment;
• A demonstrated understanding of and experience in delivering a quality high performance National Team environment;
• A proven ability to build strong relationships with athletes, coaches, administrators and other stakeholders through the application of strong communication skills; and
• Excellent people sense and an ability to lead, motivate, and inspire.

Other/Desirable

• A recognised Australian or international Shotgun coaching qualification;
• First-class communication skills with athletes, coaches and performance support staff and other external stakeholders;
• Willingness to align with and lead SA’s culture – L.U.C.I.E (Leadership, Unity, Courage, Integrity and Excellence);
• A highly driven, dynamic and energetic individual;
• Excellent people sense and ability to lead, motivate, and inspire;
• A strong work ethic and attention to detail; and
• A confident, passionate person with the skills to challenge the status quo and lead change.

APPLICATIONS

Applications should be sent to SA and must be received by no later than 5pm on 7 January 2019 to be considered.
Applicants should send a covering letter addressing the ‘Selection Criteria’ and resume as a single Word document.

Applications can be emailed to Adam Sachs (SA High Performance Director) at adam@shootingaustralia.org or posted to Shooting Australia at 28 Greenhill Road, Wayville SA 5034. Applications should be titled ‘Shotgun National Team Coach’.

Please note:

- Applicants must be either an Australian citizen, have permanent residency in Australia or be able to supply evidence of their right to work in Australia. If the preferred candidate is from overseas, he/she must be willing and able to move to Australia; and
- Interviews for shortlisted candidates will likely be conducted in Melbourne, Australia during the week commencing 21 January 2019.

ENQUIRIES

For confidential enquiries contact Adam Sachs on mobile +61 (0) 417 785 115 or at email: adam@shootingaustralia.org; or for more information go to www.shootingaustralia.org.