**Position Description**

**Technical Director (NPL/NPLW)**

This position description has been provided as a general position description only. Please edit this position description to ensure it reflects the needs of your Club and is consistent with any requirements set out in your Club’s rules.

Please delete this message prior to releasing the Position Description.

**Overview**

The NPL/NPLW Technical Director (TD) is a full time (or part-time) position responsible for Football Programs, Coach Education and Youth Player Development. Essentially the position is responsible for all football technical matters at the Club and able to cater for any unique needs and circumstances which may exist at the Club.

The TD is to take ownership of the direction and development of Talented Players, Coaches and Coaching programs to strive for the growth of representative football at the Club. In doing so the Technical Director will assist in the creation of a sustainable system that provides coaches with support whilst developing the future of talented footballers at the Club. They should strive to produce a larger pool of talent for the Club and higher-level programs including State and National Teams and to ensure a ‘state-consistent’ approach is taken to the development of talented players and coaches from within the Club.

Reports To: NPL/NPLW Executive, FV Technical Director

Direct Reports: Head Coach of each NPL age group (U14-U17) or NPLW (U12-U17).

Other ages (e.g. U12, U13, U19, U21 NPL & U19 NPLW) are at Club discretion.

SAP/MiniRoos Manager/Coordinator

Status: Full Time, Part Time (Club dependent)

**Responsibilities**

## Strategy, Vision and Leadership

1. Foster a culture that promotes ethical practices, customer service and encourages integrity, diversity and passion.
2. Document and implement a Club Vision & Philosophy (as per NPL/NPLW Licensing Agreement).
3. Create, implement and monitor the NPL/NPLW Club Coach and Player guidelines and policies to maintain integrity, quality and reputation of the Club and football across the State.

## Technical Leadership

1. Create a holistic approach within the Club enabling acceptance of the structure, strategy and approach.
2. Oversee the implementation and monitoring of the Club’s talented player guidelines and policies to maintain integrity and quality for the reputation of football throughout the Club.

## Player Development

1. Raise the standards of the Club’s development programs to improve the technical/tactical ability of youth players. In this arena, the TD will:
   1. Ensure talented player opportunities are developed and implemented.
   2. Consult program content and delivery of all Youth Development programs to be in line with FFA NFC documents.
   3. Manage the monthly & yearly schedules with oversight of talented player development activities (games/training sessions).
   4. Support new players in their adjustment to the wider community and schedule at the Club.
   5. In conjunction with the Head Coaches, make calculated decisions regarding the signing of, or not, of trialists and the retention of players currently at the Club.
   6. Produce a Club Player Development Plan that includes as a minimum:
      * Two (2) one-year development plans for the Game Training Phase (NPL U14 - 17 age groups) or (NPLW U12-U17)
      * i.e. 6-week cycles including Main Moment (BP, BPO, Transitions) & Key Principles for the whole season.
2. Assist with the completion of player performance development reviews, training records & report writing or evaluations.
3. Ensure all youth development plans are in line with the National Football Curriculum & FV Youth Development Report.
4. In conjunction with age group coaches, adjust the plan based on player development progress.
5. In conjunction with age group coaches, produce player assessment reports utilising the player positional assessment form (linked to FFA Talent ID Course).
6. Prepare two reports for the FV Technical Director, including but not limited to:
7. Player Development progress including the annual plans for each age group.
8. Coach development initiatives and progress.
9. A report on the Talent Identification and selection process (age appropriate).

## Talent Identification

1. Drive the ongoing development of talented players.
2. Develop and oversee the implementation of Club tactical plans to coordinate the development of players and coaches.
3. Design, document, and oversee a transparent player identification and selection process.
4. Report to the FV Technical Director (via Youth Development Report on Google Drive) on the process used and the success or otherwise of the player identification and selection process.
5. Liaise with Club coaches to identify individual players who may benefit from progressing to the next level within the Club.
6. Identify and nominate players to progress to State/ National programs (via Youth Development Report on Google Drive).
7. In consultation with the FV Skill Acquisition Manager, establish and monitor programs for players aged 9 - 13 in conjunction with community Clubs.

## Coach Education and Coaching pathways

1. Oversee all coach CPD (Continuous Personal Development) within the Club and produce a Coach Development Plan to monitor and develop all coaches within the Club.
2. Incentivise current accredited coaches to act as mentors for newly accredited coaches.
3. Identify, select and develop appropriately qualified/accredited coaches for each age group.
4. Support coaches to ensure they meet the FV NPL/NPLW accreditation criteria as set out in the NPL or NPLW license agreement
5. Consistently attend training sessions to monitor and develop coach behaviour and development.
6. Conduct (where appropriate) community coach education sessions in your region to support community Clubs.

## Team Management and Development

1. Promote a culture of high performance and continuous improvement that values learning and quality.
2. Establish and monitor coach performance and development goals, assign accountabilities, set objectives, establish priorities, conduct performance appraisals, and recommend salary adjustments.
3. Attract, develop, coach, and retain high-performers, empowering them to elevate their level of responsibility, span of control, and performance; ensure there are effective succession plans in place for the wider team.
4. Maintain a positive & ethical work climate conducive to attracting, retaining and motivating a diverse group of people.

**Key Performance Indicators**

* Quality of U13-17 (boys) U12-17 (girls) programs improves by intake of high-potential players taking into account their biological maturity and the RAE and delivering quality training sessions.
* Quality of SAP (if program running) improves by more accredited coaches delivering quality training sessions.
* Successful implementation of player and coach identification, development and monitoring processes.
* Develop & support an identification program to recruit players with talent and potential.
* Assist with the development of the Clubs’ overall plan during post, preseason and in-season perspectives.
* Conduct performance development reviews with players with the aim of producing consistent team performances.
* In line with the overall Club's technical brand, develop a Club playing style to produce improved performances.

**Key relationships**

### Internal

* President & Committee
* Parents
* Coaches
* Team Managers
* Players
* Senior Men / Women Head Coach

### External

* FV Technical Department Team
* FV NPL/NPLW Department Team
* Opposition Clubs, Referees, Coaches, Players, Officials and Ambassadors
* FV Accredited Course Educators and Presenters
* Victorian Football Community – state, district, Club, individual
* HAL Clubs

**End of year hand over**

**Updating key documents**

At the end of each year a key activity of the Technical Director will be to review and revise their position description to ensure it continues to reflect the requirements of the role.

The updated Position Description and supporting information must be provided to the Secretary prior to the Annual General Meeting each year.

**Essential Skills and requirements**

* Hold or willing to apply for a current volunteer “working with children” check
* Leader with proven ability to influence and engage direct and indirect reports, peers & stakeholders.
* Organisational and administration skills including the ability to manage processes, systems and stakeholders.
* Strong negotiation, relationship management and interpersonal skills with proven stakeholder management capabilities.
* Strong mentoring & coaching capability to people with diverse levels of expertise ensuring new levels of effectiveness.
* Good written, oral, interpersonal, and presentation skills and the ability to effectively interface with staff and other stakeholders.
* Excellent judgment and problem-solving skills including negotiation and conflict resolution skills.
* Energetic, flexible, collaborative, and proactive, striving for excellence in operational activities.
* Ability to consistently make good decisions through a combination of analysis, wisdom, experience, and judgment.
* Passionate about the Club’s philosophy, mission and values at all levels.
* Integrity, positive attitude, mission-driven, and self-directed with demonstrated passion for the Club's success.
* To be fully prepared for all games, training sessions and presentations.
* Be available to represent the Club in organised functions i.e. sponsors evening and commercial activities.
* Establish and maintain strong professional relationships and communication with all stakeholders, including but not limited to FV, NPL Club Committee, Coaches and Players/Parents.

**Key selection criteria**

* AFC/FFA approved B-Licence holder (or FFA recognised equivalent).
* An understanding, ability and desire to develop the world game of Football.
* Experience in team coaching enabling effective mentoring of people at all levels.
* To provide back-up first aid at games and training (assisting Club Physiotherapist or First-Aider)
* A good understanding of the structure of the Australian/Asian competition structure

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