

NETBALL FRANCE

national squad staff position applications

Established in 2020, Netball France is the governing body of Netball in France. With an estimated 300-400 players across the country, the sport has seen rapid growth in France since Netball France's inauguration with the launch of a number of events and programs. To continue this growth, and in line with the objectives of the Netball France Strategic Plan 2022-2025, Netball France is launching our inaugural national squads.

Netball France is ambitious in all areas, including our performance programs. Short term, our 2023 goal is for the Open National Squad to achieve a medal placing at the Europe Netball Open Challenge 2023 (May 11-14), and for our U21s National Squad to have a positive experience in their high performance training environment and at competition in the Europe Netball U21s Challenge 2023 (October 6-9). This leads into our long term strategic goals of our Open Squad receiving a top 20 World Ranking by 2025, and our U21s squad competing at the NWYC2025.

As such, we are looking for a number of passionate, driven, and ambitious people to join our high performance coaching and management staff to support the programs and their ambitions, aligned with the Netball France values. The roles available are: National Assistant Coach, U21s Head Coach, U21s Assistant Coach, National Team Manager, and U21s Team Manager. Please see below for role details and how to apply.

NATIONAL ASSISTANT COACH

The National Assistant Coach will report to the National Program Lead Coach (the Head Coach of the Open National Squad) and will be responsible in aiding them in their duties, including selecting and training the Open National Squad, in alignment with the values and objectives of Netball France.

The format and structure of the program is currently quite open as Netball France looks to build a high performance program with the input of the coaching staff. For the Open Squad, it will likely consist of training camps every 1-2 months, weekly at home ball/shooting/S&C programs for the athletes, and match play opportunities. The National Assistant Coach is expected to assist the National Program Lead Coach in all these areas. The Open Squad will be training with the goal of medalling in the Europe Netball Open Challenge Competition, to be held 11-14 May 2023 in Gibraltar.

remuneration

This role is a volunteer role.

U21S HEAD COACH

The U21s Head Coach will report to the National Program Lead Coach (the Head Coach of the Open National Squad) and will be responsible for selecting and training the U21s National Squad, under the direction of the National Program Lead Coach and aligned with the values and objectives of Netball France.

The format and structure of the program is currently quite open as Netball France looks to build a high performance program with the input of the coaching staff. For the U21s Squad, it will likely consist of weekend training camps every 2-3 months, weekly at home ball/shooting/S&C programs for the athletes, and match play opportunities. The U21s Head Coach is expected to lead in all these areas, under the direction of the National Program Lead Coach and with the



support of the U21s Assistant Coach. The U21s Squad will be training with the goal of competing in the Europe Netball U21s Challenge competition, to be held 6-9 October 2023 in England.

remuneration

This role is a volunteer role, with expenses covered (transport, accommodation, etc.) to be discussed with candidates at the next stage of applications.

U21S ASSISTANT COACH

The U21s Assistant Coach will report to the U21s Head Coach and the National Program Lead Coach (the Head Coach of the Open Squad), and will be responsible in aiding the U21s Head Coach in their duties, including selecting and training the U21s National Squad, in alignment with the values and objectives of Netball France.

The format and structure of the program is currently quite open as Netball France looks to build a high performance program with the input of the coaching staff. For the U21s Squad, it will likely consist of weekend training camps every 2-3 months, weekly at home ball/shooting/S&C programs for the athletes, and match play opportunities. The U21s Head Coach is expected to lead in all these areas, under the direction of the National Program Lead Coach and with the support of the U21s Assistant Coach. The U21s Squad will be training with the goal of competing in the Europe Netball U21s Challenge competition, to be held 6-9 October 2023 in England.

remuneration

This role is a volunteer role.

ALL COACHING ROLES

key duties

- 🌀 Development of individual athletes within the National Squad Program training environment
- 🌀 Collaborate with fellow coaching staff and athletes to ensure processes and modifications are in place for athletes relating to training schedules, loading, injuries and rehabilitation, and well-being
- 🌀 Plan and deliver training camps and at home programs (ball work, shooting, strength & conditioning) for athletes
- 🌀 Devise and implement Game Plan and strategies effectively for a variety of situations and opponents
- 🌀 Within the squad develop required skills to deliver Game Plan and strategies successfully
- 🌀 Liaise with the National Program Lead Coach in relation to national strategy, plans, and integration between the squads
- 🌀 Input towards High Performance, Operational plans and budgets and contribute to reports as requested

skills & knowledge

Leadership

- 🌀 Build a winning performance culture
- 🌀 Use leadership to foster relationships, with athlete well-being at the forefront of all decisions
- 🌀 Ability to communicate and transfer netball specific knowledge and skills to athletes
- 🌀 Provide timely and effective feedback on performance

Interpersonal Skills

- 🌀 Strong people & relationship skills with ability to adapt style with situational demands



- 🌀 Establish and maintain professional working relationships with coaches and umpires
- 🌀 Build trust and respect
- 🌀 Use a variety of approaches to athlete learning and build confidence

Personal Attributes

- 🌀 Reinforce and champion high performance outcomes
- 🌀 Model the purpose and principles of the high performance program
- 🌀 Demonstrate personal credibility, honesty, integrity
- 🌀 Is positive, confident, and decisive under pressure with the ability to make objective and quick decisions

essential criteria

- 🌀 Experience with Netball coaching, ideally in a high performance environment
- 🌀 Be willing and able to undergo continuing professional development in regards to their coaching
- 🌀 Be willing and able to positively influence athletes and other coaching and support staff within the Netball France environment
- 🌀 Hold a current first aid certificate, or be prepared to obtain one prior to the first in person event

NATIONAL TEAM MANAGER AND U21S TEAM MANAGER

The National Team Manager will report to the National Program Lead Coach and the Netball France Board. The U21s Team Manager will report to the U21s Head Coach and the Netball France Board.

Team managers will be responsible for all logistical and administration duties in regards to the relevant squad, liaising with the National Program Lead Coach and/or U21s Head Coach.

key duties

- 🌀 Liaise with National Program Lead Coach and/or U21s Head Coach in regards to squad selections for match days/competition, squad travel arrangements, competition/event planning and kit
- 🌀 Coordinating training camps, including equipment, facilities, and other logistics
- 🌀 Inform coaches and players the details of all training sessions and competitions in advance, including directions, maps, and other operational requirements
- 🌀 Be pro-active to arrange umpires for training matches where necessary, liaising with the National Program Lead Coach and/or U21s Head Coach and the Officiating Work Group
- 🌀 Liaise with the appropriate Event Coordinator for all competitions both home and away
- 🌀 Carry out squad management duties on match/competition days
- 🌀 To provide appropriate supplies at matches and training and ensure players have all that they need
- 🌀 To manage the kit requirements of the team and ensure distribution, recording of kit given, and return of all kit and equipment when required to do so
- 🌀 Ensure match results are submitted appropriately to Netball France Communications Team
- 🌀 Maintain up to date record of players' personal details, notifying Netball France of any changes specifically to contact details
- 🌀 Support the players through any requirements of Anti-Doping checks and Drug Testing
- 🌀 Check and counter sign any expense claims from players, coaches, or officials, and maintain a record of all squad purchases and expenses, claiming for these where appropriate
- 🌀 Create positive communication between players and coaching team



- ☉ Act as a non-coaching support person for players

skills & knowledge

Communication and Leadership

- ☉ Is able to communicate openly, honestly, diplomatically, and persuasively
- ☉ Is trusted, approachable, and a good listener
- ☉ Is able to deal with conflict in an appropriate and positive manner
- ☉ Is decisive and willing to take responsibility
- ☉ Has an understanding of the needs of players and can vary approaches to help develop very best performance
- ☉ Has effective people management skills with ability to implement innovative ideas and solve relevant issues
- ☉ Shows integrity and is fair, equitable, and ethical in approach. Protects confidential information, adheres to policies.

Organisation and Decision Making

- ☉ Shows initiative
- ☉ Has ability to plan effectively in both short and long term
- ☉ Has effective time-management skills
- ☉ Can work effectively under pressure

essential criteria

- ☉ Is fluent in French and English
- ☉ Based in France (preferred)
- ☉ Has other qualifications relevant to the position (preferred)
- ☉ Has sound and up to date knowledge of the rules of netball, particularly in relation to uniform, blood policy, injury, timing of breaks, and substitution (preferred)
- ☉ Be willing and able to positively influence athletes and other coaching and support staff within the Netball France environment
- ☉ Hold a current first aid certificate, or be prepared to obtain one prior to the first in person event

remuneration

Team Manager roles are volunteer roles.

HOW TO APPLY

Please send an email to contact@netballfrance.com with the subject 'NATIONAL SQUAD STAFF APPLICATION – Name' and:

- Identify the position(s) you wish to apply for
- Provide an explanation as to your relevant experience and qualifications
- Let us know your current home base
- If based in France, indicate if you would be available 10am-6pm on Sunday 25th September in Paris to aid with trials
- If applying for a coaching role (head or assistant), provide a 2hr session plan that you have prepared on ONE of the two following themes: through court attack OR through court defence
- If you have any potential conflicts of interest, such as a family member trialling for a program, please make sure to list them in your email.

Applications close **15th September 2022**. Candidates who have proceeded to the next stage will be contacted by 18th September, and will be required to be available for a follow up call on the week beginning 19th September.

