

Position Description

Job Title:	Blind Football Development Hub Coach & Coordinator (twelve month casual contract)
Organisation:	Blind Sports Australia and Australian Blind Football
Team/ Department:	High Performance Business Unit
Location:	Melbourne , Brisbane, Adelaide, Sydney
Reports to:	Blind Football Development Manager
Salary range and award	Casual hourly Award rate of \$47.65 (inc. casual loading) plus superannuation

Organisational Environment	Blind Sports Australia (BSA) is the national sporting organisation for blind and vision impaired sport. BSA helps create pathways and opportunities for people to participate in blind sport from grassroots community level, right up to elite competition at the national and international level. We have ten members across Australia and are a not-for-profit organisation and a recognised charity. Established in 1980, BSA is a founding member of Paralympics Australia, the Australian Sporting Alliance for People with a Disability and is Australia's representative to the International Blind Sporting Federation (IBSA). Australian Blind Football (ABF) works with Blind Sports Australia (BSA), Paralympics Australia, State football federations and other key stakeholders in the blind sport, disability and football sector to ensure that our national programs are delivered to the highest standard, and provide a platform for individuals and teams to succeed.
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Position Objective	The Blind Football Hub Coach and Co-ordinator will be responsible for coaching and coordinating one of the blind football development hubs; there are four locations, in Adelaide, Brisbane, Melbourne and Sydney. Our development hubs are an integral part of our high performance program and provide the opportunity for athletes to develop the skills and team work required to be considered for selection in future National squad activities. It is also expected that development hub coaches will continue to develop their professional capacity and knowledge as part of the BSA High performance program. Key focus area: • Provide regular and consistent performance environments – provide a inclusive and accessible environment to develop both players progressing on our performance pathway, and our current National players.
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Responsibilities	• Coach weekly Development Hub blind football training sessions (Adelaide, Brisbane, Melbourne or Sydney) deliver approx. 35 sessions per year. • Work alongside the Blind Football Development Manager to identify, connect and collaborate with local partners including State Football Federations, State Blind Sports bodies, Guide Dogs Australia, Vision Australia and Blind Citizens Australia, to connect athletes into the Hub and BSAs blind football pathway. • Work alongside the Mens Blind Football Head Coach and Development Manager to ensure the Development Hub training sessions are aligned to the national training program. • Manage and maintain training program equipment, including eye shades and audible balls, and notify the Blind Football Development Manager of additional equipment needs. • Carry out necessary administration tasks including supporting athletes and parents with registration and ensuring database information is kept up to date regularly for the local hub. • Arrange facility hire and liaise with Blind Football Development Manager to ensure relevant invoices are being received and submitted for payment on a regular and timely basis. • Build the knowledge and capacity of other volunteer staff that support the Development Hub sessions. • Ensure all volunteer staff and athletes adhere to BSA policies, the National Integrity Framework policies, and complete mandatory education modules as requested. • Attend meetings on a regular basis to provide information on athlete updates, personal development and local program updates. • Attend and participate, as requested, at National training camps to further personal coach development and to support and promote our 'one team' culture.
People Management	The Development Hub coach will not have any direct reports within the HP business unit. At times, they will be required to manage potential volunteer assistance.
Budget Management	There will be no budget management required.

Job Holder Capabilities

Qualifications and Experience	Essential: • Coaching experience in football, blind football or another para sport. • Excellent leadership, communication and organisational skills. • Ability to work in a team environment and independently with competence, integrity and efficiency. • Ability to network effectively, develop and maintain positive relationships with BSA staff, athletes, volunteer staff and key stakeholders. • Strong written and oral communication skills supported by good interpersonal skills. • Competent computer and IT skills including knowledge of database management, Microsoft Office software and Google Workspace applications. • Must be available on weekends and weeknights, as required to deliver the hub program.
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	• Hold, or be willing to obtain, a current Working with Children Check relevant to the State the Hub is operating in. • Must be an Australia Citizen/Permanent Resident or already hold current appropriate working rights with Australia. • Maintain current first aid qualifications and manage the Hub first aid kit ensuring required supplies by notifying the Blind Football Development Manager. Desired experience and qualifications • Blind football coaching experience/qualifications. • Previous experience working with people who are blind or vision impaired, or people with a disability. • Previous coaching experience, or playing experience in blind football or partially sighted football/futsal, within Australia or overseas. • A current driver's license and access to a car.
Competencies	• A strong commitment to para sport and blind football. • A positive, growth mindset, and a belief that talents can be genuinely developed through hard work, good strategies, and constructive developmental feedback. • Demonstrated commitment to continuous self - improvement, willingness to learn, be curious and develop self. • Willingness to 'give back' to the sport – sharing knowledge, expertise, and learnings to others in the blind football family and our strategic partners
Key Working Relationships	• BSA High Performance Director • Blind Football Development Manager and Pathways Manager • BSA High Performance Team • Blind football athletes • Blind football program coaches and support staff
Child Safety	• Blind Sports Australia is committed to providing children and young people with a positive and enriching environment that promotes their social, physical, or emotional development. We are committed to safeguarding children through the National Integrity Framework and the Child Safe Policy ensuring young people in our care feel safe and are safe. • We expect representatives of the organisation, regardless of their role or level of responsibility to support such an environment, understand and abide by these policies. • As part of your role, you must recognise that children and young people require special care and attention to feel safe and you will be committed to protecting and prioritising the safety of children and young people involved in Blind Sports Australia's programs and services. • It is an inherent requirement of this role that the incumbent role holds and maintains relevant, current, Child Safety certification through a Working With Children or Vulnerable people Check.

Citizenship/Visa	You must have permanent residency status or a visa permitting you to work in Australia. You are required to notify the organisation if your right to work in Australia ceases.
Police Check	Hold or ability to obtain and maintain a satisfactory National Police Criminal History Check prior to appointment.
Other relevant information	Due to the nature of the role and the sport industry, some outside hours work including evenings and weekends will be required to attend meetings, competitions and events.
What do we value	BSA aims to be recognised as the local, national and international leader in blind sports and recreation in the visually impaired and blind community, the wider disability sport and sporting communities, and the general public. We focus on growing participation and exposure through building awareness of blind sports, and seek to be the driving force behind creating opportunities for people who are blind or vision impaired to access sport and recreation in Australia and internationally Our Values are: - Strive for excellence - Build and grow strategic partnerships - Provide a sporting and community legacy - Effective communication - Act with fairness, equity and integrity - Provide knowledgeable and accountable management Our Diversity Message We are passionate about helping people lead happy, healthy, and active lives. We celebrate diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, life stage, and encourage everyone to apply. There is a place in our sport for everyone, exactly as you are. Our Culture Message We are committed to consistently act in ways that reflect what we believe in, what we stand for and our commitment to Australia and each other. Our values of respect, integrity, teamwork and excellence underpin how we deliver, lead and manage people and relate to each other and our stakeholders. Our Safety Message We actively undertake measures to ensure the safety of children and young people, athletes and vulnerable people in our physical, digital and cultural environment. This includes risk assessing our positions to determine which require a Working with Vulnerable People or Working with Children licence. State based legislation requires those who work or volunteer with vulnerable people to have these checks.