

## **Position Description – Coach – Pan American Maccabi Games, 2019**

This document comprises the Position Description for the Coach role. This Position Description should be read in the context of the Maccabi Australia Values and Games Guiding principles which are set out in the Attachment.

### **Key Details:**

Commencement Date:	June 2018
Reports to:	Team Manager (TM)
Other Key Relationships:	Team Doctor; Physiotherapists Other Coaches (as applicable) Sports Manager
Employment Status:	This is a voluntary role with the trip itself to be funded by the team
Commitment:	The successful applicant must be available for: <ul style="list-style-type: none"><li>• Professional development including workshops and courses as required</li><li>• Mexico 3-17 July 2019</li><li>• Team flights to / from Mexico (If unable to return on team flights, written pre-permission from the Executive must be received)</li></ul>

### **Attributes:**

The ideal candidate will have:

- Appropriate coaching accreditation to be determined on a sport by sport basis;
- Outstanding coaching and people management skills;
- Passion for athlete welfare and development and sporting achievement;
- Capability to contribute positively to the development of the Team culture. The relationship between coach and TM is integral to the success of the team and the experience of the athletes. Any conflict or concern that arises must be brought to the attention of the GM or Deputy GM to support and assist;
- Previous experience coaching and preparing a team for a national or international tournament;
- Understanding and appreciation of a volunteer-based organisation culture;
- The ability to develop strong relationships
- Excellent communication skills;

- Sound judgement, and strong problem-solving skills;
- A full understanding of the MAI MPP policies and process

### **Key Responsibilities:**

- Coach, develop and prepare your team and Athletes to the best of your ability for the Games;
- Deliver best practice in athlete preparation and development including training arrangements, pre-games training and athlete monitoring;
- Promote the Team vision and culture for your team as well as the Australian Pan American Team;
- Assist the TM with the recruitment of athletes for your team,
- Along with your TM, be responsible for the welfare of your athletes and support personnel;
- Build a positive and inclusive team environment for all your Athletes;
- Participate in your sport's technical meeting in Mexico and familiarise yourself with all rules for your sport.
- Ensure a culture that embraces the Maccabi Australia Member Protection Policies and welfare of the athletes.

### **Detailed Responsibilities:**

#### **Recruitment and Selection:**

- Assist the TM with the recruitment of Athletes to the team
- Assist the TM with the recruitment of appropriate selectors and support personnel;
- Assist the TM to finalise the Athlete Selection Criteria and selection processes;
- Act as one of the nominated selectors for the team

#### **Athlete Welfare and Preparation:**

- Support the TM to deliver best practice athlete supervision during the Games
- Ensure the Athletes are fully supported;
- Liaise with the TM in relation to Pre-Games training requirements and athlete monitoring;
- Maximise fitness, skill development and competition readiness;
- Support/facilitate the physical and mental preparation for training and competition;
- Develop and guide team and individual competition strategy
- Ensure all athletes understand their role in the team, and their likely playing time to avoid expectation gaps

#### **Leadership:**

- Be an exemplary role model at all times;
- Exercise your role in discipline and rule enforcement;

#### **Competition:**



- Review and understand the rules for your sport;
- Raise any concerns with your TM regarding sports rules or formats;
- Understand the roles of officials, venue director and sports director;





## **Attachment: Maccabi Australia Values and Games Guiding Principles**

### **Background**

Maccabi Australia (MAI) together with our member States and affiliated Clubs exist to promote Jewish identity and continuity – by connecting our Jewish community through sport.

We have a proud history and are the largest Jewish grass-roots organisation in Australia, boasting a 90-year heritage, 35,000 supporters and around 7,000 members ranging in age from 5 to 85 years who participate in a range of sports provided by over 50 clubs. In addition, MAI is a member of Maccabi World Union (MWU) who represent more than 500,000 members in over 60 countries participating in just about every sporting code. Importantly MAI is a Zionist sports organisation and is focused on strengthening its links with Israel and the Jewish community generally.

### **Maccabi Australia Values**

The Maccabi organisation is substantially a volunteer organisation and as such relies heavily on the community for support. Given the diversity of skills, capability and background of the people who represent the organisation, MAI has developed and adopted several timeless values that are intended to guide the behaviour of all members and stakeholders. These are:

- **Respect**  
This value incorporates respect for oneself, one's body, for others, for the rules and regulations, for sport and the environment. Related to sport, respect stands for fair play, to win with humility and for the fight against discrimination and any other unethical behaviour. Treat others as you wish to be treated.
- **Teamwork**  
We recognize that success and excellence can only be achieved and sustained by a deep commitment to working as a team and the practice of focusing on collective rather than individual effort and rewards.
- **Community**  
We act consciously to inspire the trust of everyone whose lives we touch by modeling the highest standards of honesty and integrity. We carry our Jewishness with pride and behave in ways that make the Jewish community proud.
- **Voluntarism**  
We remain accountable to our members and value the work of the volunteers who define our organisation. We will promote open and transparent management processes and always engage in authentic consultation with our stakeholders.

As a member, volunteer or administrator of Maccabi it is important that you embrace these values in your dealings and assist in promoting the desired behaviours. We trust that you will commit to do your part to uphold these values and promote the Maccabi brand in the community in a positive light.

## **Maccabi Australia International Games Guiding Principles**

One of the most important events in the MAI calendar is the Maccabiah Games which is held every 4 years in Israel. In addition to these Games, MAI elects to support other international regional Maccabi Games for a number of reasons

Regional Maccabi Games provide a unique opportunity for Jewish athletes to:

- Represent Australia at an international sporting event – those who attend these Games may be on a road to Maccabiah in 2021, whilst others may not see themselves as able to participate in 2021
- Develop and deepen a sense of connection to the community and the Maccabi Movement
- Strive for sporting excellence

All team members, coaches, managers and supporters need to remember that during the Pan Am Games period they are representatives of MAI and their conduct reflects on the reputation of Maccabi, its stakeholders, the community and our standing in society. As such MAI expects all people connected with the brand regardless of their involvement to behave in a courteous and respectful manner consistent with the values, team and behavioral guidelines. An overview of these is set out below:

- **Uphold the Values and Integrity of Sport by**
  - being responsible and accountable to team rules
  - respecting the spirit of fair-play and sportsmanship
  - accepting victory and defeat with dignity and grace
  - being respectful to teammates, officials and competitors
- **Positively Promote the Maccabi Brand by**
  - acting with decorum and dignity to maintain the positive image and values of the Maccabi organisation – be a positive role model
  - striving for excellence and the highest possible sporting standard
  - being proud of your uniform and selection to represent your country, community and team
- **Adopt Team Standards by**
  - complying with the Maccabi Member Protection Policies (MPP)
  - following all medical, safety and anti-doping guidelines
  - adhering to the team member agreement and by-laws

On accepting this position, you will need to become familiar with the MAI behavioural guidelines, MPP, code of conduct and team member agreement.