

Job Title: Director of High Performance

Reports to: CEO

Job Overview:

As the Director of High Performance, your leadership will be instrumental in optimising the developmental pathway for athletes and coaches within our organisation. Reporting directly to the CEO, you will spearhead the design and management of comprehensive programs dedicated to fostering the growth of both players and coaches. Collaborating closely with players, coaches, and support staff, your focus will be on optimising the physical, mental, and technical dimensions of performance for elite players and coaches within the Knox Junior (VJBL) and Senior Raiders (Youth League and NBL1) programs.

Your approach will integrate key fundamental basketball skills with cutting-edge sports science, ensuring a holistic framework for skill development. This will prepare both players and coaches for success not only at the VJBL level but also for progression to higher tiers of competition. Your strategic leadership will be essential in creating an environment that nurtures talent, instills elite level fundamental skills, and positions individuals for success at increasingly competitive levels.

Key Responsibilities:

Knox Junior Raiders Basketball

- Design and plan style of play and development progression for Knox Junior Raiders (KJR) program
- Collaborate with Director of KJR and KJR Boys and Girls Coordinators to establish and implement style of play and coach/player development
- Facilitate collaboration with Director of KJR and the KJR Boys and Girls Coordinators to determine KJR coaching positions, including age group head coaches.
- Facilitate ongoing communication with the Director of KJR and the KJR Boys and Girls Coordinators to ensure a constant flow of updated information on player and coach progression (including player and coach nominations for BV HP programs and Youth League/ NBL1 consideration)
- Attend select KJR training sessions (including KJR Trials), and select VJBL games to oversee and monitor elite player and coach progression
- Facilitate professional development opportunities for KJR players, parents and coaches.
- Facilitate weekly meetings with the Director of KJR and the Domestic/Schools Program Coordinator to ensure efficient management and implementation of both KJR and domestic/ school level programs
- Facilitate meetings with CEO and Director of KJR for reporting of committee matters and escalated KJR issues/complaints

Knox Development Program (KDP) Academy

- Manage advertising, promotion of KDP Academy for selected KJR players.
- Manage and set up registrations (including payment process/platforms).
- Recruit and oversee lead and support coaches (ensuring that coach accreditations/WWCC are up-to-date).
- Manage court bookings.
- Design, implement and oversee KDP Academy sessions, including program structure and training plans for each level/age group.
- Arrange opening of stadium each session.
- Oversee, check-in and welcome participants to the program.
- Manage Uniforms – KDP Academy apparel
- Manage parent interactions.
- Oversee coaches payments.

Senior Raiders (Youth League and NBL1) Programs

Talent Identification and Recruitment

- Appoint Head Coach and Support Staff for NBL1 and Youth League programs.
- Continuously scout, assess, and recruit top basketball talent by leveraging strategic scouting networks and proactive engagement with promising athletes to consistently strengthen our team's roster and competitive edge with a focus on long term success.
- Facilitate ongoing communication with the Director of KJR to ensure a constant flow of updated information on player and coach progression, allowing for the effective identification of emerging talent and transition from our KJR program to Senior Raiders Program (Youth League/NBL1)
- Oversee and assist player transition to/from KJR or Senior Raider programs and the USA College System.

Senior Program Administration

- Manage player and coach/support staff contracts.
- Oversee player clearances - local/International/NBL/WNBL
- Oversee paperwork processes for international (immigration) and NBL/WNBL players.
- Manage player, coach and support staff registrations for each competition (ensuring that coach accreditations/WWCC are up-to-date).
- Manage onboarding of all players and coaches to the Youth League and NBL1 programs.
- Oversee club communications with each team.
- Arrange BA Integrity sessions.
- Manage road trip details and bookings.

- Arrange distribution and collection of uniforms and all other required equipment at the start and completion for each NBL1 and Youth League teams.
- Collaborate with Director of KJR and the Domestic/Schools Program Coordinator to manage player and team appearances
- Delegate for Big V
- Delegate for NBL1

Player Development and Monitoring

- Stay current with the latest trends, research, and innovations in elite player development.
- Develop a comprehensive, long-term player development program tailored for NBL1 and Youth League players. Implement this program within a carefully designed, periodised weekly schedule to extend and align with the specific needs and goals of our elite athletes.
- Through attendance at Senior Program practices and games, identify key areas for individual development and implement these in player development sessions
- Communicate consistently with Youth League and NBL1 coaches to ensure player progression and loads are effectively managed
- Facilitate workshops and individual consultations to enhance players' understanding of their physical and mental well-being.
- Educate players on the importance of high-performance practices and their impact on overall team success.
- Provide support for managing stress, anxiety, and other mental health aspects.
- Collaborate with physiotherapists to prevent injuries and facilitate rehabilitation processes.

Coaching Team Collaboration and Development

- Facilitate regular meetings with coaching/support staff to ensure regular communication for feedback and support.
- Work closely with Senior Program coaching staff to integrate high-performance strategies into team practices and games.
- Attend Senior Program training sessions and Youth League/NBL1 games to oversee and monitor elite player and coach progression.
- Utilise data analytics and video analysis to assess and provide regular feedback regarding team performance.
- In conjunction with coaching staff, identify key performance indicators (KPIs) to gauge the effectiveness of training and game strategies and identify areas for improvement.
- Facilitating ongoing professional development opportunities for coaching and support staff to foster a culture of continuous learning and team improvement/success.

Proposed Contact Hours

MON	5:45am-7:15am - Oversee and implement KDP Academy Program and/or Senior Player Development Sessions (as outlined in key responsibilities)	9am-4pm - Administration duties (as outlined in key responsibilities)	
TUE		9am-2.30pm - Administration duties (as outlined in key responsibilities)	5pm-10pm - Oversee KJR and Senior training sessions (as outlined in key responsibilities).
WED		9am-4pm - Administration duties (as outlined in key responsibilities)	
THURS			
FRI		9am-2.30pm - Administration duties (as outlined in key responsibilities)	6:40pm-11pm - Attend VJBL games (as outlined in key responsibilities).
SAT	Day off + Attendance at Youth League/NBL1 Games during season (dependant on scheduling/season)		
SUN	Day off + Attendance at Youth League/NBL1 Games during season (dependant on scheduling/season) + Coaching clinics/workshops etc. will be implemented throughout the year		
Total: ~46.5 Hour Standard Work Week			
NOTE: This total does not take into consideration additional hours for attendance at Youth League/NBL1 games during season and also Coaching clinics/workshops that will be implemented throughout the year at KJR training sessions.			