

Pathway Development Coach Success Profile

Success profiles provide a holistic approach to defining coaching success. The Pathway Development Coach Success Profile is the foundation for effective growth and development of coaches within the pathway.

<p>Experience Work achievements needed to successfully perform the role</p>	<p>Knowledge Education, Qualifications & Accreditation Technical and/or professional information needed for successful performance of the role</p>
<ul style="list-style-type: none"> ▪ Coaching at a relevant representative level ▪ Proficient use of athlete monitoring systems to support athlete development ▪ Reporting on program outcomes ▪ Proven success developing athletes within a pathway program ▪ Demonstrated ability to collaborate with multiple stakeholders to positively impact athlete performance ▪ Coaching with an athlete centered and evidence based approach ▪ Experience with processes used to identify and confirm prospective pre-elite talent 	<ul style="list-style-type: none"> ▪ Relevant qualifications/education/coaching accreditation ▪ Awareness of child safe coaching practices ▪ WADA awareness and compliance ▪ Understanding of your sport’s athlete pathway ▪ Understanding of athlete growth and maturation and its impact on both performance and talent identification/confirmation ▪ Awareness of current best practice coaching methodology
<p>Competencies A cluster of related behaviors that are associated with success or failure in a job</p>	<p>Personal Attributes Personal dispositions and motivations related to job satisfaction, job success or failure</p>
<ul style="list-style-type: none"> ▪ Presence ▪ Execution ▪ Managing self and work ▪ Coaching and developing others ▪ Building partnerships ▪ Communication skills ▪ Inspiring others 	<ul style="list-style-type: none"> ▪ Initiative/adaptability ▪ Problem solving skills ▪ Receptiveness to feedback/continuous learning ▪ Discipline ▪ Honesty/integrity ▪ Passion/enthusiasm ▪ Commitment/persistence ▪ Clarity of thinking ▪ Team player ▪ Strong ambition for athletes ▪ Competitive/drive ▪ Self-belief ▪ Courage

Competencies

Presence	Demonstrates a poised credible and confident demeanour and commands respect. Is a good ambassador for chosen sport and pathway program.
Execution	Translates sport and athlete objectives into operational outcomes.
Coaching and developing others	Provides feedback and guidance to athletes to improve their performance. Implements programs that cater for individual differences utilising principles of skill acquisition and implicit learning as appropriate.
Managing self and work	Effectively managing one's time and resources to ensure work is completed efficiently and an appropriate work/life balance is maintained.
Building Partnerships	Develops and leverages relationships to benefit program outcomes.
Communication Skills	Clearly and succinctly conveys information and ideas to individuals and groups in a way that captures and holds other people's attention.
Inspiring others	Motivating others toward higher levels of performance that are aligned with the sport's vision and values.

Accompanying Definitions:

Experience

Coaching at a relevant representative level	Demonstrated experience coaching athletes at a regional academy level or in a similar level of representative program
Athlete monitoring systems	Demonstrated experience using recognised systems to monitor athlete development, performance & well-being
Program Reporting	Demonstrated experience in monitoring and reporting program results
Proven success with athlete development within a pathway program	Demonstrated success with improving individual athlete performance while coaching a pathway program
Working with multiple stakeholders	Demonstrated successful engagement of stakeholders such parents, club coaches, schools, support staff, SSOs, Program Managers to benefit athlete development
Working in an athlete centred program	Demonstrated experience in implementing an athlete centred approach to coaching programs
Coaching in the relevant demographic profile	Demonstrated experience coaching age groups and genders and cultural backgrounds that are like those of an academy program in your chosen sport.
Using evidence based approaches and applying best practice to coaching programs	Demonstrated ability to adjust coaching practices in line with best practice and/or research based evidence to improve program outcomes

Knowledge

Relevant qualifications/education	Can provide details of any relevant qualifications or education on request
Relevant level of Coaching Accreditation	Can provide evidence of attaining the accreditation level that the SSO desires at this level of program
WWCC/E and understanding of child safe coaching practices	Can provide WWCC/E Number Has completed relevant Play By The Rules Training
Drivers License	Can provide drivers license details on request
First Aid and CPR Certificate	Can provide evidence of certification currency
Understanding of your chosen sport's athlete pathway	Can accurately describe the pathway of the sport and can explain the levels immediately above and below the pathway program the coach currently works in
Understanding of growth and maturation and their impact on performance and talent identification	Knowledge of how individual differences in growth and maturation can impact on individual athlete performance and influence talent identification in a pathway program, and understands initiatives designed to minimise the negative effects
High level technical knowledge of chosen sport	Demonstrated technical knowledge appropriate for chosen pathway program gained through playing and/or coaching at the same level or higher
Awareness of current best practice coaching methodology in chosen sport	Can explain chosen sport's best practice regarding coaching and athlete development at pre-elite or "T" stages for the athlete pathway

Personal attributes

Initiative/adaptability	Determines action steps and milestones required to implement an initiative; adjusts activities or timelines as circumstances warrant. Maintains effectiveness when experiencing major changes in work responsibilities or environment.
Problem solving skills	Explores alternative ways to view and solve problems and achieve results. Thoughtfully evaluates alternatives, and then selects the best ideas for implementation or trial.
Receptiveness to feedback/continuous learning	Actively identifying new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill in coaching programs and learning through their application.
Disciplined	Uses time effectively and prevents irrelevant issues or distractions from interfering with work completion; follows up promptly on action items.
Honesty/integrity	Sets an example for others by being honest, keeping commitments, and behaving consistently; keeps sensitive information confidential; adheres to moral, ethical, and professional standards, regulations, and organizational policies.
Passion/enthusiasm	Communicates in a way that captures attention, arouses emotion, and compels others to take action.
Commitment/persistence	Adheres to the work group's expectations and guidelines; fulfils team or work group responsibilities; demonstrates personal commitment to group goals.
Clarity of thinking	Effectively channels emotions to manage challenges and stress; handles disappointment without losing effectiveness.
Team player	Actively participating as a member of a team to move the team toward the completion of goals.
Strong ambition for athletes	Focusing and managing athlete performance by helping others set performance goals, and then tracking results and evaluating performance effectiveness.
Competitive/drive	Sets challenging goals and high performance standards for self and others; initiates action and moves others toward envisioned outcomes.
Self Belief	Acts in accordance with one's own values, standards, and beliefs even when under pressure; ensures that words and actions are consistent across situations.