

# BWA State Team

## Head Coach Position Description

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<b>Position Title:</b>	<b>Head Coach (State Team)</b>
Location:	Bendat Basketball Centre (Perth, WA)
Entity:	Basketball WA (BWA)
Department:	Performance & Pathways
Reports to:	Head of Athlete Performance and Pathways (metro/country)
Direct Reports:	Assistant Coaches and Team Officials.
Position Type:	Volunteer – campaign-based appointment

### Primary Purpose:

The State Team Head Coach is responsible for leading a Western Australian representative team in line with Basketball WA's Performance and Pathways strategy. The role delivers athlete development, builds high-performance habits, and represents WA with integrity at national events.

Head Coaches foster environments that prioritise long-term growth, competitive excellence, and alignment with the broader WA basketball system.

### Key Responsibilities

The Head Coach responsibilities include:

#### Program Leadership

- Lead the planning and delivery of the representative campaign.
- Collaborate with appointed staff and BWA performance personnel.
- Set training standards and playing style expectations in line with the Performance and Pathways strategy.
- Engage with underpinning pathway programs as required to support athlete identification and coach development.
- Ensure all program delivery aligns with Basketball WA's Performance and Pathways framework.

#### Coaching and Development

- Deliver individual and team-based coaching that supports long-term athlete growth.
- Engage positively with pathway goals and athlete tracking/assessment mechanisms.
- Offer mentoring or leadership to development coaches where appropriate.
- Positively engage with the BWA Performance and Pathways system.

#### Team Culture and Values

- Build a positive team environment upholding BWA's values.
- Model professional behaviours, drive high-performance habits, and uphold team standards.
- Communicate openly (and via the appropriate channels) with athletes, parents, and team staff.

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### Operational and Reporting

- Attend all relevant program meetings and briefings.
- Provide timely and relevant feedback to athletes in line with BWA procedure.
- Work collaboratively with BWA staff to schedule State Team activity as required.
- Complete post-campaign review activities as required by BWA.

### Key Competencies

- **Leadership:** Sets a strong tone for the program, guiding staff and athletes with clarity and confidence.
- **Player Development Focus:** Champions growth, learning and readiness. Sees on-court success as a by-product of this process.
- **Cultural Alignment:** Demonstrates alignment to BWA's values in words, actions, and decisions.
- **Adaptability and Growth Mindset:** Responds constructively to new information, challenges and changing conditions.
- **Communication:** Communicates effectively with athletes, parents, staff, and BWA personnel.

### Experience Required

#### Essential

- Valid Working with Children Check (WA).
- Minimum Association Coach Accreditation.
- Demonstrated experience coaching at representative level or higher.
- Detailed understanding of performance program planning and preparation.
- Understanding of athlete development and high-performance environments.
- Strong alignment to Basketball WA's values and coaching culture.

#### Desirable:

- Experience coaching at State Championships, WABL, NBL1 or national level.
- Active engagement in the BWA performance and pathway system.
- Familiarity with national event preparation and interstate delivery.
- Capacity to contribute to BWA's coaching workforce (mentoring, education).
- Understanding of contemporary skill acquisition theory and application.
- Experience using video editing software for scouting, game preparation and development.

### Appointment Process

All appointments are made in accordance with the **Coach & Team Official Selection Process (BWA-HP-PRO-002)**. This includes:

- EOI submission (incl. associated documentation).
- Interview (if required).
- Post-program review.
- Assessment based on values, behaviour, potential, and team fit.

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Head Coaches may be appointed for a one-year term with a **BWA-held option for a second year** subject to satisfactory alignment and delivery.

### Remuneration and Support

This is a **volunteer position**. Basketball WA will provide:

- Travel, accommodation, and apparel for National Championships.
- Support from Performance and Pathways staff.
- Access to mentoring or education opportunities where appropriate.

### Work Health and Safety (WHS) Context

Basketball WA is committed to providing a safe and inclusive environment.

Head Coaches are expected to:

- Identify and report potential risks during training, travel or competition.
- Create and maintain a psychologically safe environment free from bullying or exclusion.
- Comply with BWA's child safeguarding, risk management, and WHS policies.
- Take reasonable care for their own wellbeing and that of others.

### Additional Requirements

- Completion of all required BWA onboarding and safeguarding modules.
- Adherence to BWA Codes of Conduct and Integrity Framework.
- Head Coaches may not be BWA Board Members or immediate family of Board Members.
- Appointed coaches may be offered opportunities for mentoring or advisory roles as part of BWA's depth chart and workforce strategy.

### Acceptance of Job Description

This Position Description accurately describes the current role and has been explained to the incumbent.

Basketball WA:

Employee:

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Tyrone Thwaites  
Chief Basketball Officer  
Basketball WA

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INSERT NAME  
Head Coach (State Team)  
Basketball WA

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### **Appendix One: Skills and Attributes Considered During State Team Head Coach Selection**

Basketball WA's State Team Head Coach appointments are made with the intention of elevating the standard of athlete development, aligning programs with national frameworks, and ensuring coaching delivery supports long-term success across WA's high-performance system.

While formal eligibility requirements are outlined in the position description and Coach & Team Official Selection Process (BWA-HP-PRO-002), the following skills and attributes are considered when assessing candidates for appointment:

#### **Alignment with BWA Principles of Play and Coaching Philosophy**

Head Coaches must demonstrate a strong understanding of Basketball WA's Principles of Play, or at the very least a demonstrated track record of adapting quickly, and a coaching philosophy that aligns with the organisation's broader Performance and Pathways direction.

Selection favours coaches who are not only familiar with these principles but can transfer them within a team environment.

The ability to coach athletes in a way that reflects the BWA's direction is foundational to campaign success and long-term athlete development.

#### **System and Program Building**

Successful Head Coaches are program builders. Rather than relying solely on athlete talent, they are able to develop systems and structures that generate consistency, alignment, and growth over time.

Candidates are assessed on their ability to design and implement campaign plans that are repeatable, scalable, and reflective of high-performance standards.

Coaches who have demonstrated the capacity to develop programs that consistently overachieve, especially in resource-constrained or emerging environments, are highly valued.

#### **Athlete Development and Skill Acquisition**

An understanding of contemporary skill acquisition, and its relevant application to basketball, is a key differentiator in the selection process.

Coaches must demonstrate the ability to design practices that promote learning, transfer, and adaptability, not just compliance.

Sessions should be engaging, challenging, and representative of the performance context athletes will face. Coaches who prioritise learning over control, will be favoured in the appointment process.

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### **Building High-Performance Habits**

BWA values coaches who embed high-performance habits into every phase of the campaign, from trials to training, travel, and competition. These habits include preparation, self-awareness, feedback acceptance, and professionalism.

Coaches who have led teams or environments where elite standards have become the norm, regardless of level, will be recognised. The ability to shape the behaviours and routines that underpin success is often a more significant marker than results alone.

### **Communication and Collaboration**

Strong communication and collaboration skills are non-negotiable. Head Coaches must lead not only athletes but also assistant coaches, team officials, BWA staff, and often parents.

They must be able to communicate game plans, values, feedback, and expectations in a way that is clear, respectful, and consistent. Collaborative leadership is key.

Those who have successfully worked in multi-coach environments, shared decision-making, or supported coach development will stand out during the selection process.

### **Leadership and Influence**

Head Coaches are role models who shape the tone of the campaign. BWA assesses each candidate's leadership style, emotional intelligence, and ability to create environments where athletes and staff feel safe, valued, and challenged.

Coaches who demonstrate influence through humility, authenticity, and purpose, rather than control, are aligned with the values of the program. Prior success in mentoring assistant coaches or supporting emerging leaders is also highly regarded.

### **System Alignment and Integrity**

Finally, Head Coaches must operate as part of a broader system, not in isolation. The selection process considers each candidate's willingness to work within Basketball WA's frameworks, uphold governance expectations, and contribute to longer-term objectives.

Alignment to BWA's values is critical, and integrity in previous roles will be taken into account. Coaches who understand and champion the role of the State Team Program in the athlete pathway are those most likely to lead lasting impact.