

BWA State Team

Asst Coach Position Description

Position Title: Assistant Coach (State Team)

Location: Bendat Basketball Centre (Perth, WA)
Entity: Basketball WA (BWA)
Department: Performance & Pathways
Reports to: State Team Head Coach
Position Type: Volunteer – campaign-based appointment

Primary Purpose:

The State Team Assistant Coach is responsible for supporting the Head Coach in the delivery of a Basketball WA representative team program. The role focuses on athlete development, program preparation, and operational support across the campaign.

Assistant Coaches are critical to ensuring program alignment, reinforcing high-performance behaviours, and contributing positively to team culture in accordance with BWA's Performance and Pathways strategy.

Key Responsibilities

The Assistant Coach responsibilities include:

Program Delivery and Support

- Assist in planning and delivering high-quality training sessions in consultation with the Head Coach.
- Support logistics and operational elements of the campaign where required.
- Be available to attend all trials, trainings, meetings, and national championships (travel included).
- Ensure alignment with BWA's Performance and Pathways framework.

Coaching and Athlete Development

- Provide technical and tactical feedback to athletes across sessions and games.
- Assist in match-day preparation, in-game coaching, and opposition scouting.
- Support athlete wellbeing and ongoing development throughout the campaign.
- Serve as a sounding board for the Head Coach while contributing your own ideas within the program framework.

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 as appropriate.

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Operational and Reporting

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

Key Competencies

- **Supportive Leadership:** Demonstrates the ability to contribute meaningfully to program success without needing to lead from the front.
- **Technical and Tactical Knowledge:** Applies basketball insight in a way that complements the Head Coach's approach.
- **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 Club Coach Accreditation.
- Demonstrated experience coaching at representative level or higher.
- Demonstrated ability to support athletes in a performance or development environment.
- Strong interpersonal and communication skills.
- 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 Assistant Coaches are appointed through BWA's **Coach & Team Official Selection Process (BWA-HP-PRO-002)**. This includes:

- Submission of an EOI (incl. associated documentation).
- Interview (as required).
- Post-campaign review to inform future appointments.
- Assessment based on values, behaviour, potential, and team fit.

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Assistant Coaches are appointed for one campaign at a time, with reappointment based on program need and individual performance.

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 a safe, inclusive environment.

Assistant Coaches are expected to:

- Identify and report risks or incidents.
- Maintain psychologically safe spaces for athletes.
- 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.
- Must not be a current BWA Board Member or immediate family of one.
- May be offered additional roles or mentorship opportunities within BWA's system based on performance and alignment.

Acceptance of Job Description

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

Basketball WA:

Employee:

Tyrone Thwaites
Chief Basketball Officer
Basketball WA

INSERT NAME
Assistant Coach (State Team)
Basketball WA

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Appendix One: Skills and Attributes Considered During Assistant Coach Selection

Basketball WA's State Team Assistant Coaches play a vital role in delivering high-quality campaigns that align with the organisation's Performance and Pathways strategy. While not responsible for leading the program, Assistant Coaches are expected to actively shape athlete development, reinforce high-performance behaviours, and support the Head Coach and team environment through consistent, values-driven contributions.

The following areas are considered during the selection process:

Alignment with BWA Principles of Play and Coaching Philosophy

Assistant Coaches are expected to demonstrate a clear understanding of Basketball WA's Principles of Play and be able to coach in alignment with the Head Coach's system.

This includes showing flexibility, adaptability, and a team-first mindset in the delivery of training sessions and game-day responsibilities.

Coaches who are committed to teaching and reinforcing core BWA principles will be best positioned to contribute to campaign success.

Support for System and Program Delivery

Rather than leading the program themselves, Assistant Coaches contribute meaningfully to the implementation of the campaign plan developed by the Head Coach.

Coaches are assessed on their ability to support consistent and aligned program delivery across training, trial, and competition phases.

A willingness to contribute operationally, execute drills as directed, and support the overall rhythm of the team is highly valued.

Athlete Development and Skill Acquisition Awareness

While Assistant Coaches are not required to design full session plans, they are expected to demonstrate awareness of contemporary skill acquisition theory and how it applies to their coaching interventions.

Coaches who can reinforce learning, offer targeted feedback, and support athlete development in ways that align with BWA's teaching principles will be highly regarded.

Encouraging decision-making and embracing development over control is an important trait.

Contribution to High-Performance Habits

BWA values Assistant Coaches who consistently model and reinforce elite behaviours, regardless of whether they are leading sessions or managing small group activities.

This includes contributing to routines, professionalism, and athlete accountability.

Coaches who have supported teams where performance habits are embedded and who understand the importance of consistency will be well aligned with BWA expectations.

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Communication and Teamwork

Assistant Coaches must be strong collaborators who are able to communicate respectfully with the Head Coach, athletes, and support staff.

The ability to provide feedback constructively, take direction, and share observations in a team-first manner is essential.

Coaches who are proactive in their communication, responsive to feedback, and open to shared planning will stand out in the selection process.

Leadership Through Influence

While not the formal leader of the team, Assistant Coaches are still expected to lead through behaviour and presence.

BWA seeks coaches who can build trust with athletes, influence culture positively, and support the Head Coach in creating an environment that prioritises growth, accountability, and inclusion.

Coaches who have mentored younger athletes or staff and created strong connections within a team environment are looked upon favourably.

System Engagement and Integrity

Assistant Coaches are expected to uphold Basketball WA's systems, policies, and values at all times.

This includes working within defined roles, respecting team decisions but challenging when required, and contributing to long-term athlete development rather than short-term success.

Alignment to BWA's core values and a history of acting with professionalism are considered as part of the selection process.