

BWA Southern Cross Program

Head Coach Position Description



Position Title:	Head Coach (Southern Cross Program)
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 Southern Cross Program (SCP) Head Coach is responsible for leading the preparation and delivery of a representative team within BWA's entry-level national competition program. The SCP provides athletes with their first exposure to national-level competition, supported by developmentally appropriate structures and expectations.

The Head Coach will lead a team of assistant coaches and support staff to implement a campaign that reflects BWA's values, coaching principles, and long-term athlete development strategy.

Key Responsibilities

The Head Coach responsibilities include:

Program Leadership

- Lead the planning and delivery of all team sessions with support of BWA staff, and alignment with BWA direction.
- Manage team selection processes in consultation with BWA staff.
- Establish and communicate a clear vision, standards, and behavioural expectations for the campaign, in line with BWA's strategy.
- Oversee and mentor assistant coaches to ensure aligned delivery and development.

Competition Preparation

- Lead in-game coaching, player rotation, and strategic decision-making at the tournament.
- Scout opposition and develop team strategy collaboratively with the coaching staff.
- Promote teamwork, resilience, and adaptability in a competitive environment.

System Alignment

- Operate within BWA's Performance and Pathways frameworks.
- Ensure consistent teaching, communication, and terminology aligned to system priorities.
- Support long-term athlete tracking and provide post-campaign feedback as requested.

BWA Southern Cross Program

Head Coach Position Description

Culture and Environment

- Model and uphold BWA values.
- Create an inclusive, high-standard team environment for athletes and staff.
- Manage parental expectations and communications appropriately through BWA staff channels.

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

- **Program Leadership:** Designs and leads a cohesive campaign plan aligned to BWA's development vision.
- **Player Development:** Builds skill and decision-making in athletes through sound practice design (athlete/environment relationship) and coaching.
- **Coach Mentorship:** Supports and mentors assistant coaches through clear roles, feedback, and trust. Willingness to be mentored, with a growth mindset.
- **System Alignment:** Reinforces BWA principles of play and frameworks with consistency.
- **Cultural Leadership:** Creates and sustains a team-first, inclusive, values-led environment.

Experience Required

Essential

- Valid Working with Children Check (WA).
- Minimum Association Coach Accreditation.
- Demonstrated coaching experience at WABL, SCC, or equivalent level.
- Proven ability to coach in line with system teaching and development priorities.
- Ability to lead a team culture consistent with BWA expectations.

Desirable:

- Experience coaching at State Championships, WABL, NBL1 or national level.
- Active engagement in the BWA performance and pathway system.
- Understanding of athlete profiling and individual development tracking
- Experience using video editing software for scouting, game preparation and development.

BWA Southern Cross Program

Head Coach Position Description

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 to inform future opportunities.
- Assessment based on values, behaviour, potential, and team fit.

Head Coach applicants may be considered for multiple roles across the system, and may be appointed to programs other than preferences based on system need and strategic alignment.

Remuneration and Support

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

- Travel, accommodation, and apparel for the tournament.
- Session and program planning resources
- Access to mentoring, development, and feedback
- Operational support from the Performance and Pathways team

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.

BWA Southern Cross Program Head Coach Position Description



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
Head Coach (Southern Cross Program)
Basketball WA

BWA Southern Cross Program

Head Coach Position Description



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

Basketball WA's Southern Cross 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 an 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 can 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, can be 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.

BWA Southern Cross Program

Head Coach Position Description



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 considered. Coaches who understand and champion the role of the Southern Cross Program in the athlete pathway are those most likely to lead lasting impact.