

BWA Southern Cross Program

Assistant Coach

Position Description



Position Title: **Assistant Coach (Southern Cross Program)**

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

Primary Purpose:

The Assistant Coach supports the Head Coach in preparing and delivering a successful Southern Cross Program (SCP) campaign aligned with BWA's development-first vision. The SCP is the first exposure to national-level competition for many athletes and represents a critical foundation in BWA's Performance and Pathways system.

This role is ideal for emerging coaches seeking experience in representative environments while developing their skills in system alignment, collaboration, and player development.

Key Responsibilities

The Head Coach responsibilities include:

Program Support

- Assist in the delivery of team training sessions as directed by the Head Coach.
- Reinforce teaching of BWA's Principles of Play.
- Actively contribute to creating an inclusive, safe, and values-based team environment.
- Assist with athlete and team preparation throughout the campaign.

Athlete Development

- Scout opposition and develop team strategy collaboratively with the head coach.
- Promote teamwork, resilience, and adaptability in a competitive environment.
- Provide feedback and support to athletes in line with the Head Coach's direction.
- Reinforce skill development and decision-making through the campaign.
- Serve as a role model for positive behaviours and high-performance habits.

Team Collaboration

- Maintain strong communication and trust with the Head Coach and other staff.
- Support shared responsibilities across the coaching team.
- Take initiative to contribute where needed during training, travel, and games.

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System Alignment

- Teach using consistent BWA language and philosophies.
- Support the implementation of a program that reflects national frameworks.
- Work closely with the Head Coach and BWA staff to uphold system integrity.

Culture and Environment

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

Operational and Reporting

- Attend all relevant program meetings and briefings.
- Assist in providing timely and relevant feedback to athletes in line with BWA procedure.
- Complete post-campaign review activities as required by BWA.

Key Competencies

- **Team Contribution:** Supports and enhances the work of the Head Coach through alignment and initiative.
- **Athlete Support:** Builds trust with athletes and contributes to their development on and off the court.
- **System Awareness:** Applies BWA principles of play and works within program frameworks.
- **Communication:** Shares observations and feedback respectfully and constructively.
- **Cultural Leadership:** Reflects BWA's core values and role models professional behaviour.

Experience Required

Essential

- Valid Working with Children Check (WA).
- Minimum Club Coach Accreditation.
- Demonstrated coaching experience at WABL or equivalent level.
- Willingness to coach within an aligned system.
- Ability to collaborate in a team-based coaching environment.

Desirable:

- Previous involvement with FDP, HPDC, WABL or similar competitions.
- Desire to progress through the BWA coaching pathway.
- Awareness of national athlete development principles.

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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.

Assistant Coaches may be considered for multiple roles across the system and may be placed at the discretion of BWA to support program needs.

Remuneration and Support

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

- Travel, accommodation, and apparel for the championship.
- Induction and planning support.
- Mentorship and feedback opportunities.
- Operational support from BWA Performance and Pathways staff.

Work Health and Safety (WHS) Context

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

Assistant Coaches are expected to:

- Promote the safety and wellbeing of athletes at all times
- Adhere to BWA WHS, safeguarding, and team protocols
- Model inclusive and respectful behaviour
- Report incidents or concerns to the Head Coach or BWA staff

Additional Requirements

- Completion of all required BWA onboarding and safeguarding modules.
- Adherence to BWA Codes of Conduct and Integrity Framework.
- Assistant Coaches may not be BWA Board Members or immediate family of Board Members.
- Coaches may be reassigned or rotated based on BWA system needs

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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 (Southern Cross Program)
Basketball WA

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

The Southern Cross Program (SCP) is an entry-level national competition experience that sits within Basketball WA's broader Performance and Pathways system. Assistant Coaches play an important role in supporting athlete development, reinforcing BWA's teaching standards, and working collaboratively with the Head Coach and staff team.

While Assistant Coaches are not responsible for campaign design or final decision-making, they are critical in delivering a consistent, aligned, and supportive environment for athletes experiencing high-performance basketball for the first time.

Appointments are made based on the following attributes:

Willingness to Learn and Align

The SCP environment is a development space not only for athletes, but for emerging coaches. Assistant Coaches are expected to bring a strong willingness to learn, a growth mindset, and an openness to delivering sessions that align with the BWA Principles of Play.

Experience is valued, but coachability, team fit, and attitude are often equally important.

Positive Athlete Engagement

Assistant Coaches must be able to build positive relationships with young athletes. This includes demonstrating patience, encouragement, and respect, as well as delivering clear, supportive feedback.

Coaches are expected to model professionalism, care, and team-first behaviour on and off the court.

System Alignment

While Assistant Coaches may have their own experience and developing philosophy, their role in the SCP context is to support the consistent delivery of BWA's system. These can be complementary.

This includes teaching through BWA language, helping athletes understand the Principles of Play, and ensuring team delivery reflects national frameworks.

Contribution to Team Culture

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 demonstrate emotional intelligence, empathy, and an understanding of their influence are highly valued.

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Communication and Collaboration

Success in this role requires clear, respectful, and constructive communication with the Head Coach, team officials, and other stakeholders.

Assistant Coaches must be able to take feedback, share insights, and work together to support a unified team approach.

Long-Term Potential

While SCP Assistant Coach appointments are for a single campaign, BWA considers the long-term development of coaching talent.

Coaches who show strong alignment, growth potential, and system contribution may be invited to future opportunities across the performance pathway.