



Riverside Olympic FC Limited

Windsor Park Riverside Tasmania 7250

POSITION DESCRIPTION

Position Title:	Technical Director
Location:	Windsor Park, Tasmania
Immediate Manager:	Football Director
Manager One Removed:	ROFC Board

The Organisation

Riverside Olympic Soccer & Sports' Club was founded in 1967 but has connections with the game back to the pioneering days of the sport in Tasmania the 1920s.

In November 2016 the club reached a landmark decision to merge the junior and senior clubs and form Riverside Olympic Football Club [ROFC]. After 12 months of deliberations, both clubs came to the decision to combine resources and remove duplication. The club provides a clear football pathway from under-six players through to senior men's and women's teams.

Our Vision is **Tasmania's destination football club, committed to inclusion at all levels of the game whilst developing the best footballers, coaches and volunteers.**

Position Purpose

The position's purpose is to manage the technical mandate set down by the ROFC's Board and ensure such activities are aligned to, and deliver on, ROFC's strategic objectives.

Operating Context

The employee is required to set and mutually agree priorities and monitor work flow in the areas of responsibility, has the authority to exercise a degree of autonomy within the key responsibilities and duties.

Any issues falling outside these areas are to be referred to the employee's manager.

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Autonomy

This position is directly responsible to the Football Director for all aspects of service delivery for duties under their control.

Role Accountabilities

1. Lead and manage U10 to U18 programs that reflect the vision and philosophy of the Australian National Football Curriculum.
2. Document a Junior Development Plan, which includes yearly training plans (preseason, in-season, off-season, end-of-season) for each age group.
3. Ensure strategies and initiatives are always aligned with FFA and FFT requirements.
4. Identify, design, and develop player's development pathways.
5. Design, develop and implement a training curriculum (translated into session plans) for delivery by coaches that support the programs and initiatives.
6. Monitor, coordinate, and refine the training curriculum in consultation with coaches.
7. Define coach key performance indicators (KPIs) in support of the plan.
8. Mentor and support coaches in the delivery of their KPIs.
9. Attend, observe and provide feedback to U10s to U18s training sessions.
10. Attend NPL fixtures to analyse and provide technical feedback to the U10s to U18s coaches.
11. Organise regular coach development workshops for the junior coaches.
12. Monitor the development of all youth players and liaise with their coaches in all technical aspects.
13. As required, conduct individual assessment reports of players (provided to parents).
14. Organise recruitment of players based on FFA Talent ID competency model.
15. Recommend the most talented players from the Club to the Football Tasmania Technical Director for supplementary training at a Talent Support Program (TSP).
16. Attend and represent ROFC at workshops organised by Football Tasmania and Football Federation Australia.

Generic Accountabilities – All Employees

To meet the objectives of the Club all employees are expected to:

1. To demonstrate consideration, understanding and respect for players, members and supporters at all times in all interactions.

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2. Ensure personal and team contribution support overall team effectiveness by demonstrating a high level of commitment and efficient follow through of any tasks until completion or as otherwise agreed with the Manager.
3. Monitor and report performance against KPIs and take corrective action as required.
4. Consult and collaborate with colleagues, managers, and subject matters experts (internally and externally) to ensure the best possible outcomes for ROFC.
5. Provide a safe working environment within your area of responsibility, actively participating in and supporting a 'safety first' culture.
6. Ensure compliance with Statutory and Regulatory requirements, and ROFC's strategic goals and objectives, by-laws, policies, processes, and procedures.
7. Emulate and encourage others to adhere to, ROFC's values in all activities.
8. Accountable for the completion of assigned duties in such a manner as to ensure a high standard of outcome.
9. At the direction of your manager or any ROFC Executive or Board Member, undertake other duties that you are suitably skilled and qualified for as directed.

Role Dimensions	
This position manages:	Nil
Expenditure Authority:	As per policy
Expense Budget:	Nil
Revenue Budget:	Nil
Assets under control:	Nil

Key Performance Indicators

- To be agreed with the Football Director and the Board within one month of commencement in the role and reviewed and updated every 8 weeks.

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Relationships	
Internal	External
Football Director, the Board, NPL Head Coach and Assistant Head Coach, NCW and NC Coaches, ROFC community.	Report as requested by the Football Tasmania Technical Director.

Selection Criteria	
Essential Qualifications and Experience	<ul style="list-style-type: none"> • Current FFA/AFC 'C' Senior Licence or current UEFA equivalent for NPL coaches • Proven ability to design, implement and assess junior development programs
Level of Expertise	<ul style="list-style-type: none"> • Competency in the use and application of business software packages including, but not limited to, Word, Excel, Powerpoint, Email. • Well-developed written and verbal communication skills. • Well-developed organisational and time management skills and the ability to proactively identify and meet expectations in a timely manner. • Demonstrated ability to self-motivate. • Demonstrated ability to undertake research, assess findings, draw conclusions, develop detailed plans and report against such plans.
Behaviours	<ul style="list-style-type: none"> • Emulating Values – demonstrates, through behaviour, an alignment to and an understanding of ROFC's values and the criticality of those values to ROFC's ongoing success. • Analytical Thinking and Data Analysis – can make decisions based on fact-based analysis. • Adapting to Change – willingly participates in and support the change process. • Delivering Results – efficient follow through of any tasks to completion or as otherwise determined by the direct manager or designated employee.

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	<ul style="list-style-type: none">• Exercising initiative and/or judgement - appreciation of the necessity to exercise initiative and/or judgement within clearly established procedures and/or guidelines to find positive solutions in response to identified needs.• Confidentiality – applies the highest level of confidentiality, understanding that confidentiality is an imperative for players, members, supporters, fellow employees and ROFC's.• Attention to detail - focus on ensuring accurate preparation of all material in a timely manner.• Highly enthusiastic individual - work towards long term goals, whilst effectively managing daily tasks.• Able to show initiative and work independently as part of a small team environment.• Work respectfully and flexibly with cultural differences across the organisation.• Able to develop strong, professional relationships with all internal/external stakeholders.
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Other Requirements

- State-wide travel as required to meet club needs
- Provision of a satisfactory National Police Check
- Provision of a Working with Children Card as per Act 2013 and any subsequent iterations of the Act and its Regulations
- Provision of a satisfactory pre-employment medical report
- Current First Aid Certificate
- CPR qualifications or preparedness to attain such

ROFC's Values

All ROFC's "ways of working" flow from the following values which guide future choices and our behaviours:

Professional: There is excellence and respect in all we do.

Inclusive: A community club for everyone.

Fair: We play by the rules and everyone gets a go.

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Version Control		
Version	Effective from	Comments
V001	September 2021	Draft
V002	September 2021	Updated draft
V003	September 2021	Final

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Position Description – Technical Director

Template Version Number: 003

Date of Issue (Template): September / 2021

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