



<b>POSITION TITLE</b>	<b>Zone Development Leader</b>
<b>AWARD</b>	Sporting Organisations Award
<b>REVIEW DATE</b>	27 Sep 2021

<b>SANFL VISION &amp; VALUES</b>
<p><b>Healthier, more connected lives through the enjoyment of footy.</b></p> <p><b>AUTHENTIC   FUN   TEAM FIRST   PROGRESSIVE</b></p>
<b>KEY OBJECTIVES</b>
<p>Provide outstanding leadership and development to both the respective SANFL Club zone(s) and Game Development Trainee(s), with joint responsibility to deliver quality, participation, coaching, and club development outcomes for Australian Rules Football.</p>

<b>KEY RESPONSIBILITIES</b>		
<b>Responsibility</b>	<b>Objective</b>	<b>Performance Measure</b>
Zone Development	<ul style="list-style-type: none"> <li>Lead the strategy to grow core participation programs and competitions; Auskick, Sporting Schools, SANFL Schools, SANFL Juniors</li> <li>Identify and deliver growth market opportunities in; Female, Multicultural, Walking Footy, AFL 9's</li> <li>Increase transition and retention through Coach education and Club development initiatives</li> <li>Establish and maintain strong communications with club football networks within the zone</li> <li>Attend league and club meetings required to support the delivery of the above</li> </ul>	<ul style="list-style-type: none"> <li>Participation registrations</li> <li>Program quality evaluation</li> <li>Coach development targets</li> <li>Transition and retention data</li> </ul>
Trainee Development	<ul style="list-style-type: none"> <li>As an integral leader in SANFL's trainee workforce you will deliver effective onboarding, mentoring, and training. You will ensure trainees are provided the optimal environment to learn and deliver industry best practise on promotion, program quality, and safeguarding practices, to achieve participation growth</li> <li>Design, monitor and coach individual development plans for direct report(s), achieving people and performance outcomes that align and support the delivery of SANFL's strategic objectives</li> </ul>	<ul style="list-style-type: none"> <li>On-boarding reports, individual PDP's, evaluation</li> <li>Contribute to staff development framework and evaluation</li> </ul>

	<ul style="list-style-type: none"> <li>Encourage knowledge sharing, innovation, and Team First values</li> </ul>	
Leadership	<ul style="list-style-type: none"> <li>Lead by example, demonstrating the importance of quality, communication, and team development</li> <li>Willing to respectfully challenge the Status Quo and drive positive achievements for both culture and innovation</li> <li>Share insights to develop knowledge across the entire team, not just direct report(s)</li> <li>Support engagement and development of the volunteer workforce across the zone.</li> </ul>	<ul style="list-style-type: none"> <li>PDP</li> <li>Ongoing evaluation</li> </ul>
Promotion	<ul style="list-style-type: none"> <li>Maximise opportunities for local clubs to engage in AFL Half Time and SANFL Mini-League</li> <li>In conjunction with the Game Development team, deliver industry best School Holiday Programs, including SANFL's flagship Next Step Program and other coaching clinic opportunities identified</li> <li>Collaborate with the Game Development team and AFL / SANFL clubs to provide opportunities for AFL player visits (CBA) and SANFL player opportunities</li> <li>Drive promotion pathway opportunities to local primary and secondary school students to build connections and provide opportunities to connect with football</li> </ul>	<ul style="list-style-type: none"> <li>PDP</li> <li>School holiday clinic registrations and survey feedback</li> </ul>
Program Quality and Development	<ul style="list-style-type: none"> <li>Work closely with SANFL Community Program Leaders to drive innovation, quality, and new programs</li> <li>Ensure children &amp; young people safeguarding practices support the optimal environment for development and engagement with football</li> </ul>	<ul style="list-style-type: none"> <li>Growth in defined markets</li> <li>Safeguarding practices are actively promoted and delivered</li> </ul>
Administration / Audit	<ul style="list-style-type: none"> <li>Maintain a professional standard in administration to ensure communication, record keeping, and reporting meets expectations</li> <li>Maintain reporting to assist AFL Census</li> <li>Ability to assist infrastructure club audits</li> </ul>	<ul style="list-style-type: none"> <li>Accurate and detailed reporting completed to set deadlines</li> </ul>

## REQUIRED BACKGROUND

### Qualifications

- Degree in Sport and Recreation
- DHS Working with Children Check (with Catholic Education Check)
- Current South Australian Drivers Licence
- First Aid

**Essential Criteria**

- Experience working with children in a school and/or sporting environment
- An empathy and understanding of Australian Rules football at various levels
- Empathy for junior sporting club and coach development
- Demonstrated working knowledge of the volunteer workforce
- Working knowledge of Child Safe Environment Practices

**Desirable Criteria**

- Experience working with volunteers in a sporting club environment
- Coaching and/or leadership experience
- Experience building relationships with key stakeholders

**Skills and Knowledge**

- Effective people management, leadership and communication skills
- Strong administration, planning and evaluation skills
- Experience in Microsoft Office programs
- Flexibility to work weekends