



# Head Coach - NSW Swifts Netball NSW

*"In pursuit of the NSW Swift's performance goals for the 2027 Suncorp Super Netball season and beyond, the team requires a dynamic Head Coach with the vision and capability to foster and lead an innovative and holistic high-performance program aligned with world-best standards."*

*Tracey Scott, Netball NSW CEO*



- **Lead one of Australia's premier sports clubs**
- **Deliver sustained success through a world class high-performance program**
- **Based at Netball Central, Sydney Olympic Park and national travel during the Suncorp Super Netball season**

## About the NSW Swifts

Owned by Netball NSW, the NSW Swifts are one of Australia's most successful sporting clubs and the State's leading professional female team. Many of Australia's - and the world's - greatest-ever netball players have represented the Club; from Liz Ellis AO, Catherine Cox AM and Kim Green OAM in years past, to current champions Paige Hadley, Maddy Proud and Helen Housby.

Pioneers and leaders of women in sport, the Swifts are a proud Foundation Club of Australia's National Netball League (currently Suncorp Super Netball) and have won seven Premierships in each era of competition: 2001, 2004, 2006, 2007 (Commonwealth Bank Trophy); 2008 (Trans-Tasman ANZ Championship); 2019, 2021 (Suncorp Super Netball).

Across 27 seasons of the National League, the Swifts have contested an unrivalled 13 Grand Finals.

On court and off it everyone at the Club is united by a common goal. That is to be: *Inspired By History, Driven By Legacy.*

## Head Coach - NSW Swifts

Reporting to the Executive General Manager - NSW Swifts, the Head Coach is responsible for leading a world-class high-performance program that delivers sustained on-court success in Suncorp Super Netball while developing athletes, staff and systems that reflect the Club's values and strategic objectives.

The role leads the planning, preparation and coaching of the playing group, ensuring a high-quality daily training environment (DTE) and tactical performance that enables the team to consistently compete for Premierships.

To be considered for this role, you will hold a Netball Australia High Performance Coach Accreditation (or international equivalent), with proven coaching success in elite netball and demonstrated ability to deliver strong competitive results over multiple seasons. Deep knowledge of coaching trends, advancements in technology and performance data analysis is required, along with experience managing multidisciplinary performance teams to incorporate sports science, welfare, and medical expertise.

This role requires not only technical expertise but also strong, inspirational leadership to guide and mentor the player group. A proven record building strong team culture that prioritises trust, open communication, accountability and team-first behaviours is essential.

You will be highly motivated and target-orientated individual who has a passion for achieving elite success. Your excellent planning, organisational and communication skills will allow you to form effective working relationships with a variety of management, high-performance staff, athletes, external stakeholders and partner organisations.

If this sounds like you, don't miss the opportunity to contribute directly to the success of one of the world's most iconic club netball teams!



# Key Result Areas and Responsibilities

## High-Performance Coaching & Game Performance

- Create strategies and plans to deliver on court success in line with KPIs.
- Lead and manage the daily training environment, designing and delivering individual and team training programs that integrate technical, tactical, physical and psychological preparation.
- Develop and implement season, block and weekly training plans aligned to performance objectives and Suncorp Super Netball scheduling requirements.
- Devise and execute game plans for all matches, including opposition analysis, scouting reports and contingency plans to respond to momentum shifts and in-game scenarios.
- Oversee regular team and individual performance reviews using video, data analytics and athlete feedback to inform ongoing improvement plans.

## Leadership, Culture & People Development

- Model the Club's values and lead a high-performance, athlete-centred culture that prioritises trust, open communication, accountability and team-first behaviours.
- Foster an inclusive environment that celebrates diversity, supports athlete wellbeing and ensures psychological safety, with particular attention to the demands of elite women's sport.
- Lead, mentor and develop the coaching and performance staff, including clear role expectations, regular feedback and professional development planning.

- Establish and maintain effective communication channels with the playing group, leadership group and broader performance department to ensure alignment on strategy, standards and behaviours.
- Create an environment of trust, respect and honesty that allows everyone to thrive and have the knowledge the team space is safe for interpersonal risk taking that leads to sustainable High Performance outcomes.

## Athlete Development, Pathways & List Management

- Drive an individualised athlete development approach, including long-term technical, tactical, physical and mental development plans for each contracted and training partner athlete.
- Work collaboratively with the Academy staff to ensure alignment of game style, terminology, standards and selection philosophies across the pathway.
- Contribute to talent identification and recruitment processes, including scouting, to attract, develop and retain premier netball talent.
- Participate as a key member of the list depth management group, providing informed input into contracting, retention, succession planning and positional balance of the squad.
- Support athlete transitions into and out of the program, including debut management, return-to-play after injury, and career and education conversations in collaboration with welfare/education staff.

## Sports Science, Medical Integration & Performance Planning

- Collaborate closely with sports science, strength and conditioning, medical and psychology providers to design integrated plans that optimise athlete readiness, load management and recovery.
- Ensure that training content and match preparation are informed by up-to-date evidence, performance data and best practice in high-performance sport.

## Stakeholder, Media & Community Engagement

- Act as a primary public face of the team, representing the Club professionally with athletes, staff, Board members, league officials, sponsors, members and fans.
- Participate in media opportunities, including press conferences, broadcast interviews and digital content, providing clear and authentic messaging that reflects the Club's values and strategic priorities.
- Support commercial and community initiatives, including sponsor activations, clinics, community visits and fan engagement events as reasonably required.
- Build and maintain constructive relationships with national and state sporting organisations, high-performance partners and key stakeholders in the broader netball ecosystem.

## Key Responsibilities Continued...

### Program Management, Operations & Governance

- Fortnightly reporting to EGM and then monthly reporting to CEO based on agreed success indicators.
- Lead the development of annual and multi-year performance plans, including pre-season and in-season schedules, camp planning and competition preparation.
- Work with the High Performance Manager to ensure efficient management of resources, including budget input, staffing, facilities and equipment.
- Engage with staff and management to create objectives and action plans that align with the goals of the High Performance program, with regular tracking reviews.
- Ensure robust systems are in place for planning, documenting and reviewing training, selection and performance processes (e.g. session plans, selection notes, review reports).
- Present to the Netball NSW Board, as and when required in a format requested by the CEO.
- Comply with all Club and Netball Australia policies, including codes of conduct, integrity, WHS and reporting obligations.

## Location and Travel

The position is based at the home of the NSW Swifts and Netball NSW at Netball Central, 2 Olympic Boulevard, Sydney Olympic Park.

Extensive interstate travel is required as per the SSN schedule.

## Reporting Relationships

### Reports to:

- Executive General Manager (EGM) - NSW Swifts

### Direct Reports:

- Assistant Coach
- Specialist Coaches
- Wellbeing Lead
- Sports Psychologist

## Hours of Work

This is a Full Time position. Due to the nature of the role, flexible hours including evenings and weekend availability is essential.

## Remuneration

An attractive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to phone Sportspeople Recruitment to discuss salary before applying if that will be helpful in decision making.



## Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

### Qualifications, Experience & Track Record

- Netball Australia High Performance Coach Accreditation (or international equivalent).
- Proven success as a head coach or senior assistant in elite netball with demonstrated ability to deliver strong competitive results over multiple seasons.
- Demonstrated ability to plan and lead an effective High Performance program and culture.
- Experience designing and implementing successful game plans and training programs at SSN, international or comparable professional level.
- Demonstrated experience in developing athletes from pathway to elite level, including evidence of players progressing to national squads or equivalent.
- Experience leading and managing multidisciplinary performance teams (coaching, sports science, medical, welfare) in a high-pressure environment.

### Technical & Tactical Capability

- Advanced technical and tactical knowledge of modern elite netball, including emerging trends in attack, defence and transition, and the ability to innovate within the Club's overarching game model.
- Demonstrated ability to use performance analysis, data and technology (e.g. video, GPS, analytics platforms) to inform decision-making and communicate insights to athletes and staff.

### Leadership, Culture & People Skills

- Outstanding leadership, communication and interpersonal skills, with a proven ability to build trust, give and receive feedback, and manage conflict constructively.
- Proven capability in creating and sustaining a positive, inclusive and resilient high-performance culture that aligns with organisational values.
- Demonstrated commitment to athlete wellbeing, holistic development and education, including understanding of the unique demands on women in elite sport.

### Stakeholder Engagement & Media

- Demonstrated ability to represent a club or program professionally with media, sponsors, league officials and community stakeholders.
- Strong presentation and public speaking skills, with confidence in high-profile and high-pressure environments.

## Residency & Immigration

Candidates must be an Australian or New Zealand citizen / permanent resident or have unlimited working rights in Australia to be considered for this position.

## Timelines

Final interviews and the appointment of this role are scheduled for late June 2026, with a public announcement confirming the appointment in early July, 2026.

## Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

NSW Swifts website: [nswswifts.com.au](https://nswswifts.com.au)

Facebook: [facebook.com/NSWSwifts](https://facebook.com/NSWSwifts)

Instagram: [instagram.com/nswswifts](https://instagram.com/nswswifts)

LinkedIn: [au.linkedin.com/company/nsw-swifts](https://au.linkedin.com/company/nsw-swifts)

Netball NSW website: [nsw.netball.com.au](https://nsw.netball.com.au)

Facebook: [facebook.com/OfficialNetballNSW](https://facebook.com/OfficialNetballNSW)

Instagram: [instagram.com/netballnsw](https://instagram.com/netballnsw)

LinkedIn: [linkedin.com/company/netball-nsw](https://linkedin.com/company/netball-nsw)

## Please apply now to avoid missing out!

Please note, Sportspeople Recruitment will commence screening and interviewing for this role immediately.

**If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.**

### Applications close:

Monday 8 June, 2026

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment**

**Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific responses prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

## Apply Now to

Your application should be sent electronically via the "apply now" link at the advertisement via [sportspeoplerecruitment.com/jobs](https://sportspeoplerecruitment.com/jobs)

## Enquiries

In the first instance, general enquiries should be directed to **Scott Oakhill** on **0408 258 337** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via [admin@sportspeoplerecruitment.com](mailto:admin@sportspeoplerecruitment.com).

## About Sportspeople Recruitment

The Head Coach - NSW Swifts, Netball NSW search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 30 years in 2026, our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers.

We offer the most experienced Consultant Team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by Netball NSW as the exclusive search partner for the Head Coach - NSW Swifts position.

**Australian owned - globally connected - since 1996**

## Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you, and we'll never consider your application a waste of our time.



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