



**NATIONAL CLUB  
ACCREDITATION SCHEME**

<b>Position Title:</b>	NPL Men First Team Coach
<b>Employment Status:</b>	Contracted Role
<b>Location:</b>	John Fredericks Park, Old Cleveland Rd, Capalaba, Qld 4157
<b>Reports To:</b>	Director of Football
<b>Staff Reporting to this Position:</b>	NPL First Team Assistant & U20s Coaches

**About Capalaba FC**

Capalaba Football Club is home of the 'Bulldogs' and is located at John Fredericks Park, Old Cleveland Road, Capalaba.

The Club was formed in 1972 and is a football (soccer) club catering for all ages and genders.

**About the Role**

To deliver a quality football program to all players which is focused on sustainable on-field success and a commitment to ongoing player development that is in line with the FFA National Curriculum and the Club's Vision and football Philosophy.

**Organisational Relationships**

The NPL Men's First Team Coach reports directly to the Director of Football of Capalaba Football Club.

The role provides advice, leadership and support on football and football related matters to:

- a) First Team Players;
- b) Fringe Players; and
- c) NPL Coaches in First Team and U20s at Capalaba Football Club.

**Role Characteristics**

The successful candidate will be progressive, energetic, enthusiastic, innovative and results driven with a strong ethical approach and an outstanding track record in the delivery of quality football outcomes.

You will be working in an environment that is integral to fostering the club culture focusing on our moral and ethical values. You will have

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experience working in a busy environment, the ability to multitask and possess a 'can-do' attitude.

### **Duties & Responsibilities**

*Incl. but is not limited to the following*

### **Player Development**

- acquiring and maintaining direct knowledge of the applicable constitutions, bylaws, rules, policies, interpretations and regulations of the NPL;
- deliver and support an environment of continuous improvement and ongoing player development;
- provide the training program materials and content to support your team(s) based on the NPL curriculum;
- provide ongoing mentoring and support, where required, to improve competition outcomes for your team(s);
- manage and co-ordinate the regular pre-season, mid-season and post-season review of player performance and development within the NPL framework.

### **Team Management**

- planning (incl. player and team budgets), supervision, coordination and leadership in all aspects of the team;
- acknowledges that players and team officials are subject to all policies, rules and regulations governing the sport;
- recruitment of players to the club to play in your team(s);
- assist with the organisation of pre-season games for your team(s) where requested and, where possible, ensure they are held on home grounds where ever possible;
- assist in gradings, trials and team compilations across the NPL U20s and First Team in conjunction and with the assistance of appointed coaches.

### **Coach Management and Oversight**

- assist and support U20s and First Team NPL coaches in both training sessions and match days.
- recruit and induct U20s and First Team NPL coaching staff throughout the Club;
- undertake 3 monthly performance reviews of U20s and First Team NPL coaching staff;
- provide support and assistance to U20s and First Team NPL coaching staff that will allow them to meet the prerequisite qualifications of the teams appointed to;
- design and implement training programs with U20s and First Team NPL coaches that are consistent with the FFA National Curriculum and are relevant to the age and needs of the playing group;

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- provide access to training program materials and content to support our U20s and First Team NPL teams;
- liaise with U20s and First Team NPL coaches and provide ongoing mentoring and support, where required, to improve training and competition outcomes for all competitive teams;
- manage and co-ordinate the regular pre-season, mid-season and post-season review of player performance and development within the U20s and First Team NPL teams;
- recruit players from the club to assist in coaching roles.

#### **Public Profile & Community**

- support and promote the club in line with its Vision to assist in raising the profile of the club within the community;
- provide regular and consistent communication between the club and players within your team(s);
- assist with the organisation of the player presentation functions at the end of the season;
- attend and support club events throughout the season, where it does not directly conflict with team games.

These specific objectives may change by mutual consent of both parties in writing.

#### **Skills and Experience**

##### **Essential:**

- Experience coaching and working cooperatively with a range of people;
- High level of interpersonal, leadership and team skills;
- Ability to learn and adapt to an ever-changing environment;
- Willing to work with other coaches to share knowledge and assist with any problems / questions;
- Professional presentation and strong communication skills;
- Scouting of new players both within the club and the broader community;
- Minimum FFA B license, working towards A license to coach the team(s).

##### **Desirable:**

- Passionate and dedicated to promoting the club to the wider community;
- Have current CPR certification and First Aid training;
- Participate in some or all the following as requested by Capalaba Football Club:
  - Fund raising activities
  - Club social activities

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ACCREDITATION SCHEME**

- Interviews and other media obligations

**Key Results Areas (KRA)** Performance standards for this position and eligibility for performance-based remuneration are met when:

KRA	Objective	Measurement
<b>Team Leadership</b>	<ul style="list-style-type: none"> <li>● Lead and manage the Football Team</li> </ul>	<ul style="list-style-type: none"> <li>● Setting priorities and work plans for players and the team;</li> <li>● Establishing a culture where teamwork and co-operation are evident;</li> <li>● All team members understand Club processes and standards and maintain a consistently high level of coach &amp; player engagement.</li> </ul>
<b>Coaching</b>	<ul style="list-style-type: none"> <li>● Coach and mentor the team, focused on delivering high levels quality coaching and player development.</li> </ul>	<ul style="list-style-type: none"> <li>● Ensuring training plans are current and ready for all training sessions;</li> <li>● Ensuring training sessions are well prepared and ready for when the players arrive;</li> <li>● Ensuring training is delivered at the appropriate level for the players and the point within the season;</li> <li>● Encourage players to work at their peak levels and ensure their continuous development.</li> </ul>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>● Ensure compliance with relevant governing standards</li> </ul>	<ul style="list-style-type: none"> <li>● All requirements of various licensing bodies are met, and non-compliance issues are identified and resolved in a timely manner;</li> <li>● All required paperwork and administration are completed and submitted on time in accordance with the NPL requirements prior to games.</li> </ul>
<b>Premises</b>	<ul style="list-style-type: none"> <li>● Football facilities are maintained and presented at a high standard</li> </ul>	<ul style="list-style-type: none"> <li>● All maintenance and safety issues are reported to the Committee in a timely manner and in accordance with Club procedures and policies.</li> </ul>

**Review Periods**

A review of the role will take place every three (3) months from the commencement of the contract unless requested by the Football Director earlier.

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	<p>This will take the format of the Football Director providing a written report to the management committee and if requested by either party a meeting between the Football Director and a representative from the management committee at a mutually convenient time and location.</p>
<p><b>Contracted Terms</b></p>	<p><b><u>Hours</u></b></p> <p>As required to successfully deliver on the Position Objectives and Key Duties. Hours may be varied as necessary in consultation with the First Team Coach / Senior Technical Director or its nominated representative.</p> <p><b><u>Remuneration</u></b></p> <p>Capalaba Football Club agrees to contract the services of NPL Men's First Team for the 2020 Season October 2019 to September 2020 in the role of NPL Men's First Team Coach.</p> <p>The club will provide the coach with a coaching uniform. The coach will wear the official uniform provided during all official training and match events as set by the club.</p> <p>The coach will attend a minimum of 80% of all coaching meetings and updates as set by the club. The coach will always act in a professional manner and maintain a safe and healthy training and playing environment.</p> <p><b><u>Method of Payment</u></b></p> <p>[REDACTED]</p> <p>[REDACTED]</p>
<p><b>Contract term</b></p>	<p>Commencement date: October 2019</p>

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	Expiry date: September 2020
<b>Other Interests</b>	During the term of this contract, you will not be employed by, or be directly or indirectly concerned or interested in any organisation which is in direct or indirect competition or that is incompatible and/or inconsistent with the interests of Capalaba Football Club without the express written consent of Football Director or the Committee's nominated representative.
<b>Termination of Contract</b>	The contract may be terminated prior to the expiry date by either party providing the other party with one month's written notice.
<b>Parties to this Contract</b>	We the undersigned declare that we have read and understood the terms and conditions of this agreement and that our signature is testimony to our intention to form a legal and binding relationship on these terms.

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**For Capalaba Football Club Inc**

**President**

**Witnessed by**

Full Name: \_\_\_\_\_

Full Name: \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

**NPL Men's First Team Coach**

**Witnessed by**

Full Name: \_\_\_\_\_

Full Name: \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_