

POSITION DESCRIPTION

Queensland Pirates – Head Coach (Men’s and Women’s Programs)

Version 1.3 | March 2026

1. POSITION TITLE

Queensland Pirates – Head Coach (Men’s or Women’s Team)

2. REPORTS TO

- **Volleyball Queensland (VQ) CEO & Pathways Manager**
- Collaborates with: Assistant Coaches, Team Manager, Support Staff, VQ Operations Staff

3. POSITION PURPOSE

To lead the technical, tactical, and cultural direction of the Queensland Pirates team (Men’s or Women’s) in the Australian Volleyball Super League (AVSL). The Head Coach will be responsible for planning, preparing, and managing a high-performance volleyball program that prioritises athlete development, excellence in performance, and alignment with VQ’s strategic vision.

4. KEY RESPONSIBILITIES

a. Program Leadership

- Develop and implement a season plan including training periodisation, match strategies, and individual development plans.
- Set and uphold team standards, behaviours, and a positive performance culture.
- Lead the delivery of all technical coaching sessions, game preparation, and post-match reviews.

b. Team & Athlete Management

- Select and manage a competitive squad in collaboration with selectors and support staff.
- Monitor athlete wellbeing, workload, and progression.
- Provide regular feedback to athletes and staff.

c. Staff Management

- Coordinate assistant coaches, managers, analysts, and support personnel.
- Delegate tasks appropriately and foster a collaborative team environment.

d. Communication & Reporting

- Maintain effective communication with athletes, staff, VQ, and other stakeholders.
- Submit reports on team performance, athlete development, and program outcomes.
- Attend all required VQ meetings, reviews, and debriefs.

e. Stakeholder Engagement & Promotion

- Represent the Queensland Pirates professionally at all times.
- Support VQ’s efforts to promote the AVSL program, including media, events, and community outreach.

5. KEY SELECTION CRITERIA

Mandatory:

- Volleyball Australia Level 3 Coach Accreditation (or international equivalent), or ability to obtain.
- Demonstrated success coaching at a high-performance or national league level.
- Strong understanding of elite athlete preparation, development, and match play.
- Proven leadership, communication, and interpersonal skills.

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- Blue Card (Working with Children Check – QLD) and up-to-date Sports Integrity Australia courses (anti-doping, child protection etc).

Desirable:

- Familiarity with performance analysis tools (e.g. DataVolley, Hudl, VolleyStation).
- Understanding of national pathways and athlete development models.
- Understanding of athlete injury management and load management

6. KEY RELATIONSHIPS

- **Internal:** CEO, VQ Pathways Manager and VQ Events Manager, AVSL team staff, athletes
- **External:** Volleyball Australia Events Team, referees, sponsors, supporters

7. TENURE & EXPECTED COMMITMENT

- The Pirates Head Coach is a volunteer position
- Appointment is for the 2026 AVSL season (April–November), including:
 - Off-season planning & athlete talent identification (April - May)
 - Training block (April–November)
 - Australian Volleyball Super league competition window (October–November)
 - Asian Champions Volleyball League (only if the team qualifies and granted entry) or overseas tour opportunity, if available
 - Post-season review and reporting (November or following Asian event)
- Attendance at all matches (home and away), team events, and key meetings is required.
- Head Coaches will be appointed for a period of one (1) year. An extension for an additional one-year term will be considered by the VQ Board subject to a review of the program performance following the season completion.

8. TRAVEL & EXPENSES

- Approved travel, accommodation, and associated team expenses will be covered by VQ.

9. OTHER REQUIREMENTS

- Adherence to VQ and Volleyball Australia Codes of Conduct and relevant policies.
- Adherence to Sport Integrity Australia requirements
- Commitment to safe, inclusive, and respectful environments for all athletes and staff.
- Must maintain confidentiality of team operations, selection decisions, and athlete information.

10. HOW TO APPLY

Submit your application (CV + cover letter addressing the selection criteria) to:

Volleyball Queensland Pathways Manager  pathways@vq.org.au

By 11:59pm Friday 10th April 2026.