



Volleyball Queensland

Position Description — Mentor Coach

Queensland Youth Beach Program (AYBVC) 2027

Position	Mentor Coach — Queensland Youth Beach Program (AYBVC)
Status	Voluntary
Reports to	Participation, Pathways and High-Performance Manager
Location	Trials – Sandstorm Beach Club Training – Sandstorm Beach Club Tournament Venues – QBVT specified locations + Coolangatta Beach
Term	From appointment to conclusion of post-event reporting
Applications close	8 th September 2026 – 5pm.

ABOUT THE PROGRAM

Volleyball Queensland (VQ) selects and prepares Queensland Youth Beach teams to compete at the Australian Youth Beach Volleyball Championships (AYBVC). The program spans trials, training squad selection, team and pairing confirmation, and the championships themselves.

Teams are selected across Under 14 to Under 18 age groups for both female and male divisions. Team composition follows the AYBVC competition format: fours at Under 14, threes at Under 15, and pairs at Under 16 to Under 18. The program is therefore made up of a large number of small teams, which places particular value on coaching depth and consistency across the group.

The Queensland Youth Beach Program Objectives and the accompanying Coach Expectations document set out what the program is intended to achieve and what VQ expects of appointed coaches. Both are released with this position description and applicants should read them before applying.

PURPOSE OF THE ROLE

Mentor Coaches are appointed to support the program as a whole rather than a single team. The role exists to lift the quality and consistency of coaching across the program, to develop the Head and Assistant Coaches appointed to it, and to strengthen the depth of the Queensland beach coaching workforce.

It is a development role, not a supervisory one. Mentor Coaches do not direct teams or override the decisions of Head Coaches.

KEY RESPONSIBILITIES

Guidance and support

- Provide guidance and support to coaching staff across the program.
- Work collaboratively with all appointed coaches.
- Contribute expertise in technical and tactical development, and in athlete wellbeing and management.



Coach development

- Support the professional development of Head and Assistant Coaches through observation, feedback and constructive coaching conversations during the program.
- Identify opportunities for coach growth and recommend development pathways beyond the program.
- Give feedback to coaches as the program progresses, so that nothing in the post-event report comes as a surprise.

Deployment

- Work to the schedule issued by VQ allocating Mentor Coaches to specific matches and sessions. The schedule is designed to ensure equitable coverage across all teams, age groups and genders.
- Observe equitably across the program, and not concentrate on any one team, session or match while others go unobserved.

Post-event reporting

- Submit a post-event report assessing appointed coaches against the Program Objectives and Coach Expectations, using the template provided.
- Reports support coach development, inform the Queensland coaching pathway and contribute to the evaluation of program delivery. Mentor Coaches will be provided with the template and briefed on expectations before the program commences.

Athlete selection

- Serve as a member of the Athlete Selection Panel in accordance with the State Team Athlete Selection Policy, assessing eligible athletes against the published selection criteria and maintaining confidentiality throughout the process.

Escalation

- Report any child safety, integrity, conduct or welfare concern to VQ immediately in accordance with VQ policy. Such matters must not be held over for the post-event report.

Conflict of interest

- Declare any actual, potential or perceived conflict of interest before the program commences and as any conflict arises.
- A Mentor Coach with a child or other family member participating in the program will have that interest managed through the scheduling arrangements, will not sit on the Athlete Selection Panel for that age group and gender, and will not report on any coach responsible for a team in which their family member participates.

SELECTION CRITERIA

Essential

- Volleyball Australia Level 3 Coach accreditation or higher, held in advance of competition commencement and maintained for the duration of the appointment.
- Significant beach volleyball experience as a coach, or as a representative or elite player.
- A contemporary technical and tactical understanding of beach volleyball at a high performance standard, having been active in the sport in recent years.



- Strong communication, interpersonal and mentoring skills, including the ability to give difficult feedback constructively.
- Current Volleyball Queensland membership.
- Current Queensland Working with Children Check (Blue Card).
- Completion of the Sport Integrity Australia eLearning courses required for team officials, including Safeguarding Children and Young People in Sport Induction, the current Annual Update, Anti-Doping for Coaches, and Competition Manipulation and Sport Wagering. Evidence of completion must accompany the application.
- Not subject to any current disciplinary action, suspension, sanction or unresolved integrity matter affecting suitability for appointment.
- Availability across the program, including trials, the scheduled training sessions and the championships.

Desirable

- Previous experience in a mentoring, leadership, coach development or educational role.
- Experience coaching or competing in the beach formats used at AYBVC.
- Commitment to continuous learning and professional development in coaching.

APPOINTMENT PROCESS

Appointments are made in accordance with the State Team Coach Selection Policy - Queensland Youth Beach Program (AYBVC).

- The full pool of applicants is provided to the VQ Board of Management, which may exclude an applicant on integrity or reputational grounds. The Board does not participate in the assessment of merit.
- A selection panel then assesses eligible applicants. The panel comprises the Participation, Pathways and High-Performance Manager, an independent chair, and a third member who is not an applicant.
- The final appointment decision rests with the Chief Executive Officer. The Board of Management is informed of all appointments for noting.
- All applicants are advised of the outcome in writing and may request feedback.

Under clause 3.5 of the State Team Coach Selection Policy, Volleyball Queensland will appoint up to three Mentor Coaches across the program. The number appointed each year depends on program needs, the number of teams entered, the applications received, and the balance of experience and development opportunity sought.

Appointed coaches are required to sign an acknowledgement of the program and a conflict of interest declaration, and to comply with the VQ Code of Conduct, the VQ Child Safety Policy and the National Integrity Framework.

WHAT VOLLEYBALL QUEENSLAND PROVIDES

- Flights (if regionally based), accommodation and meals at AYBVC.
- Uniform credit.
- A tournament allowance of \$280 at the championships.
- The post-event reporting template and a briefing before the program commences.
- Access to VQ coach development opportunities.



PROGRAM DATES

Applicants must be available for the following. Dates are indicative and will be confirmed with appointed coaches.

Activity	Date
Trials	1 st & 8 th November, 2026
Training squad selection	10 th November, 2026
Scheduled training sessions	15 th November, 13 th December, 17 th January, 7 th February, 21 st February, 28 th February
Team and pairing confirmation	January 2027, TBC.
Australian Youth Beach Volleyball Championships	14 th -18 th March (training and travel day inclusive)
Post-event report due	Tuesday 6 th April, 2027

APPLICATIONS

To apply, complete the online application on the Volleyball Queensland website before the closing date. Applicants may be asked to provide supporting documentation or referee details, and shortlisted applicants may be interviewed.

For further information, contact Catherine Birch, Participation, Pathways and High-Performance Manager, at pathways@vq.org.au or on (07) 3367 1991.

Approved by	Chief Executive Officer, Volleyball Queensland
Date of approval	19 th August, 2026
Related documents	Queensland Youth Beach Program Objectives; Queensland Youth Beach Program — Coach Expectations; State Team Coach Selection Policy – Queensland Youth Beach Program (AYBVC); State Team Athlete Selection Policy – Queensland Youth Beach Program (AYBVC); VQ Child Safety Policy; VQ Code of Conduct