

# Australian Emus Women's Open Head Coach

Position Description | High Performance Program

<b>Position Title</b>	Australian Emus Women's Open Head Coach
<b>Reports To</b>	HP & Pathways Manager
<b>Also Works With</b>	GM Growth & Innovation
<b>Appointment Term</b>	Through to 2028 Touch World Cup
<b>Program</b>	Australian Emus Women's Open High Performance Program

## Introduction

Touch Football Australia (TFA) is the national governing body for Touch Football in Australia. TFA has a strategic alliance with the National Rugby League (NRL) and operates in alignment with the Australian Sports Commission (ASC), working collaboratively with State and Territory partners to deliver the sport from grassroots to elite.

As part of TFA's strategic plan "The Next Play" (2026–2032), TFA is committed to inspiring excellence through a world-leading elite system under the "Represent Touch" strategic pillar. Guided by our organisational values of United, Inclusive, Integrity, and Excellence, this role sits within the most senior tier of TFA's High Performance coaching structure, unified by the Emus values of Endure, Mateship, Uphold and Serve

TFA manages elite programs and teams across a range of international events, including Opens, Youth, and Seniors/Masters Test Series, as well as World Cups, where Australia is recognised as a leading nation in the sport.

## Child Safe Statement

Touch Football Australia is committed to ensuring the safety and wellbeing of all Children/Young People involved in our sport. Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices.

All personnel are required to hold a current Working with Children Check and consent to a National Police Check.

## Our Values

<b>United</b>	We work together, connect communities and foster strong relationships across the sport.
<b>Excellence</b>	We pursue high performance, continuous improvement and quality in everything we do.
<b>Inclusion</b>	We champion diversity, belonging and accessibility, ensuring our sport is welcoming for all.
<b>Integrity</b>	We act with honesty, transparency and fairness, protecting the reputation and trust of our game.

## Primary Purpose of the Role

The Australian Emus Women's Open Head Coach is a lead or principal coaching position within TFA's High Performance program, responsible for leading the planning, preparation, and coaching of the Women's Open national squad and team to achieve elite performance outcomes at international competitions.

This role leads the Women's Open program and provides coaching oversight across the Women's Youth (18s and 20s) programs, with participation on team selection panels across the Women's and Mixed Youth programs. The role also provides advisory support to the Women's 27s Seniors program.

Led by the High Performance and Pathways Manager and working closely with the GM Growth & Innovation, Independent Selectors, and TFA Medical and Support Staff — all engaged by TFA — this role demonstrates exemplary leadership, drives continuous improvement across all coaching levels, and actively promotes TFA and HP values and culture throughout the organisation and community.

## Program Oversight

The table below outlines the full scope of this role across the High Performance program. Each stream operates with both a squad, the broader athlete pool identified within the program, and a team, being the final competition-selected group. All selection panels operate in collaboration with Independent Selectors and TFA HP personnel engaged by TFA. Refer to Appendix A for a visual representation of the full program structure.

Program / Stream	Squad → Team	Coach Role
Women's Opens	Female squad → Women's Open Team	Lead coach — full accountability
Women's Youth	Female Youth Squads → Women's 18s & 20s	Head coach – oversight and selection
Men's Youth	Male Youth Squads → Men's 18s & 20s	Observer — team selection panels
Mixed Youth	Male & Female Youth Squads → Mixed 18s & 20s	Participant — team selection panels
Women's Seniors	Female squad → Women's 27s	Advisory — selection support

## Role Responsibilities

### Culture and Values

- Commit to upholding TFA's values of United, Inclusive, Integrity and Excellence, while actively demonstrating the Emus values of Endure, Mateship, Uphold and Serve in all aspects of conduct, leadership and performance
- Lead and sustain a respectful, inclusive, high-performance culture, ensuring alignment to the core values of TFA and the High Performance program.
- Foster a positive team culture supported by effective and collaborative team management.
- Demonstrate exemplary leadership and mentorship across the program.
- Act as a positive ambassador for the organisation and positively promote the sport and direction of TFA.
- Adhere to the TFA Code of Conduct as well as other sport and integrity-related policies.

### Team Performance and Selection

- Lead the performance of the Australian Women's Open team at international competitions.
- Lead the selection of the Open Female Squad, Female 18s, and Female 20s squads and teams, working in collaboration with TFA HP personnel and Independent Selectors engaged by TFA.
- Support the team selection panels for Mixed 18s and Mixed 20s programs in consultation with the Mixed Open Head Coach and observe the process for the Men's 18s and Men's 20s. Note: this role does not participate in male squad identification or Men's squad and team selection.
- Provide advisory input to the Women's 27s selection process.

- Attend all Designated Events in accordance with the National Selection Policy.
- Document and provide clear, evidence-based rationale for all selection decisions.
- Lead the selection of playing members for each competition and match within the Women's program.

### Coaching and Performance Delivery

- Lead the planning, preparation, and coaching of the Women's Open program to optimise performance outcomes.
- Develop and deliver high-quality technical and tactical plans for elite competition.
- Plan and deliver training camps and tours with clear communication and strong cultural alignment
- Monitor and evaluate individual player and team performance throughout the campaign.
- Conduct structured player reviews during and post-campaign.
- Commit to full attendance at all designated international events, training camps, and tours.
- Implement game day warm-up and recovery sessions aligned to approved TFA practices.
- Lead all match-day preparation, delivery, and review, including pre-game preview, game day messaging and post-game review.

### Leadership and Coach Development

- Provide leadership and direction to coaching and support staff across the Women's Open, Women's Youth (18s & 20s) and Women's 27s programs.
- Work collaboratively alongside the Men's Open and Mixed Open Head Coaches as peer leaders within the HP program.
- Create and maintain close and cooperative working relationships with Independent Selectors and TFA Medical and Support Staff, and all HP personnel.
- Lead and coordinate a coach mentoring program including biennial visits to Alliance states.
- Develop and implement individual development plans for coaches within the Women's national program pathway.
- Participate in the recruitment and appointment process for Women's 18s, Women's 20s and Women's 27s program coaches and assistant coaches.
- Monitor coach development progress, foster a culture of continuous learning and provide guidance for ongoing professional growth.
- Provide advice and support for the development of TFA coaching workshops and resources.

### Athlete Development and Wellbeing

- Lead the development and progression of all current squad members.
- Prioritise athletes' physical requirements to optimise performance.
- Adopt an athlete-centred approach throughout all stages of the campaign.
- Provide regular constructive feedback to players in the squad.
- Implement effective evaluation processes and prioritise continuous improvement.
- Compile end of tournament and competition reports.
- Work closely with TFA Medical and Support Staff to ensure optimal player development, wellbeing and performance.
- Serve as the first point of contact to players for on-field matters.
- Maintain clear and open lines of communication with players, HP staff, and medical personnel.

### Key Relationships

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- Reports to HP & Pathways Manager and works closely with GM Growth & Innovation.
- Collaborate as a peer leader with the Men's Open and Mixed Open Head Coaches.
- Works alongside Independent Selectors engaged by TFA across Female Opens and Female Youth selection panels.
- Works alongside TFA Medical and Support Staff to ensure athlete health, wellbeing and performance.
- Leads coaching and support staff across the Women's Open and Women's Youth (18s & 20s).
- Provides advisory support to the Women's 27s coaching staff.
- Participates in team selection panels for Mixed Youth programs.
- Holds direct leadership responsibility for the Women's Open team athletes.

## Key Selection Criteria

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### Essential

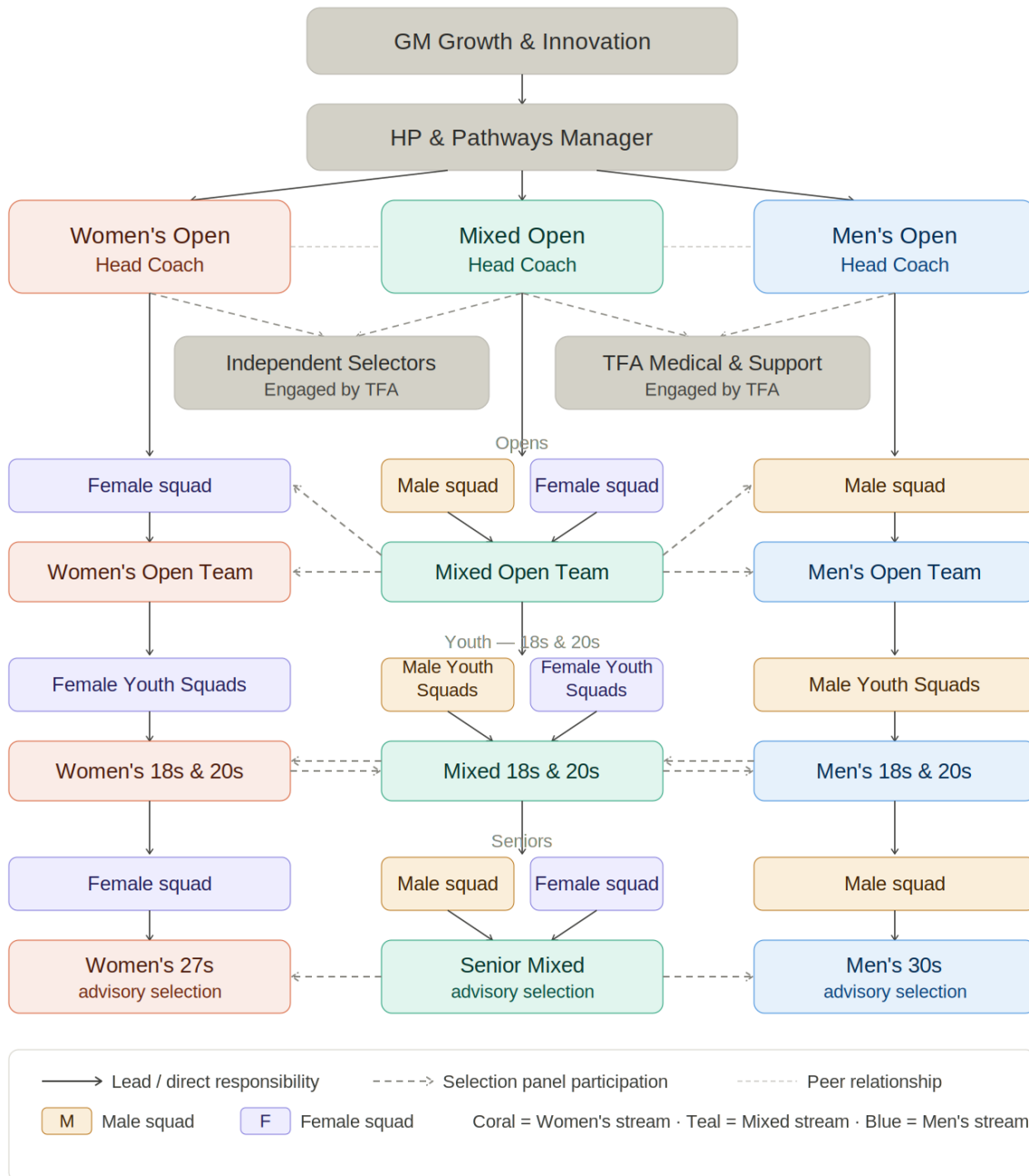
- Minimum Talent Coach qualification within TFA Sport Education Framework.
- Holistic approach to coaching within the TFA High Performance program.
- Proven ability to deliver high-quality technical and tactical plans for elite and international competition.
- Strong communication skills with athletes, coaches, selectors and support staff.
- Understanding of characteristics, needs, and development of athletes in elite pathways.
- Demonstrated ability to mentor and develop coaches at various levels.
- Ability to provide leadership and direction to coaching and support staff.
- Positive, resilient attitude capable of achieving results in challenging environments.
- Commitment to professional behaviour, cultural respect, and athlete wellbeing.
- Strong organisational and time management skills with ability to work collaboratively.
- Self-motivated with ability to inspire and motivate others.
- Ability to act as an ambassador for TFA and promote the sport positively.
- Working with Children Check (or ability to obtain one) and willingness to undergo a National Police Check.
- Demonstrated commitment to TFA's values (United, Inclusive, Integrity, and Excellence) and the Emus values (Endure, Mateship, Uphold, and Serve) across all aspects of conduct and performance.

### Desirable

- Previous experience within the TFA High Performance program or comparable elite sporting environment.
- Proven experience delivering camps, tours, and high-performance programs.
- Experience developing and implementing individual development plans for coaches.
- Skills in analysis, scouting, or performance review systems.
- Experience contributing to team culture, leadership development, or athlete wellbeing initiatives.
- Experience in coach education, mentoring, or talent identification for coaching roles.
- Experience contributing to the development of coaching resources and programs.

## Appendix A — HP Program Structure

The diagram below illustrates the full coaching structure of the TFA High Performance program, showing reporting lines, peer relationships, squad and team layers, and selection panel participation across all three streams.



Solid lines = lead responsibility. Dashed lines = selection panel participation or TFA-engaged support. Peer relationships shown between Head Coaches.