

TOUCH FOOTBALL AUSTRALIA

Australian Emus Mixed Open Head Coach

Position Description | High Performance Program

Position Title	Australian Emus Mixed Open Head Coach
Reports To	HP & Pathways Manager
Also Works With	GM Growth & Innovation
Appointment Term	Through to 2028 Touch World Cup
Program	Australian Emus Mixed 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

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

Primary Purpose of the Role

The Australian Emus Mixed 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 Mixed Open national squad and team to achieve elite performance outcomes at international competitions.

This role carries a distinctive cross-program responsibility. The Mixed Open Head Coach participates in squad selections across both the male and female athlete pools at Opens and Youth level and sits on the team selection panels for Women's Open, Men's Open and Mixed Open as well as the Youth 18s and 20s teams. This reflects the composition requirements of the mixed team and the need for a holistic view of athlete capability across gender groups. The role also provides advisory support to the Mixed Seniors programs.

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
Mixed Opens	Male & Female squads → Mixed Open Team	Lead coach — full accountability
Mixed Youth	Male & Female Youth Squads → Mixed 18s & 20s	Head coach – oversight and selection
Women's Opens	Female squad → Women's Open Team	Participant — squad and team selection panels
Men's Opens	Male squad → Men's Open Team	Participant — squad and team selection panels
Women's Youth	Female Youth Squads → Women's 18s & 20s	Participant — squad and team selection panels
Men's Youth	Male Youth Squads → Men's 18s & 20s	Participant — squad and team selection panels
Mixed Seniors	Male, Female and Mixed squads → Senior Mixed	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 Emus Mixed Open team at international competitions.

- Lead the selection of the Open Male and Female Squads, Male and Female 18s and 20s squads and teams, working in collaboration with TFA HP personnel and Independent Selectors engaged by TFA.
- Support the team selection panels for Mixed, Women's and Men's 18s and 20s programs in consultation with the Men's and Women's Open Head Coaches and Independent Selectors
- Provide advisory input to the Senior Mixed selection process.
- Attend all Designated Events in accordance with the National Selection Policy.
- Document and provide clear, evidence-based rationale for all selection decisions. It's stronger language than comprehensive notes.
- Lead the selection of playing members for each competition and match within the Mixed program.

Coaching and Performance Delivery

- Lead the planning, preparation, and coaching of the Mixed 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.
- Design training and tactical systems that leverage the unique dynamics of mixed-gender competition, ensuring integration and equal contribution across all six playing positions.
- Apply an inclusive coaching approach that accounts for diverse physical and tactical profiles across the mixed squad.

Leadership and Coach Development

- Provide leadership and direction to coaching and support staff across the Mixed Open, Mixed Youth (18s & 20s) and Senior Mixed programs.
- Work collaboratively alongside the Women's Open and Men's 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 Mixed national program pathway.
- Participate in the recruitment and appointment process for Mixed 18s, Mixed 20s and Senior Mixed 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.
- Support athletes in navigating the unique physical and tactical demands of mixed-gender competition.
- Foster an environment of mutual respect and equity across all athletes, irrespective of gender.

Key Relationships

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

Key Selection Criteria

Essential

- Minimum Talent Coach qualification within TFA Sport Education Framework.
- Holistic, athlete centred? approach to coaching within the TFA High Performance program.
- Proven ability to deliver high-quality technical and tactical plans for elite and international competition.
- Excellent communication skills with athletes, coaches, selectors and support staff.
- Deep understanding of athlete characteristics, needs, and development within elite pathways.
- Demonstrated ability to mentor and develop coaches at various levels.
- Proven leadership and ability to provide direction to coaching and support staff.
- Positive, resilient attitude with a track record of achieving results in challenging environments.
- Commitment to professional behaviour, cultural respect, and athlete wellbeing.
- Strong organisational and time management skills with the ability to work collaboratively.
- Self-motivated and able 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.
- Demonstrated understanding of, and commitment to, gender equity and inclusive coaching practices in a mixed-gender sporting environment.

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.
- Experience coaching or working within mixed-gender team environments at an elite level.

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.

