

# High Performance Officiating Head Coach

Position Description | High Performance Program

<b>Position Title</b>	High Performance Officiating Head Coach
<b>Reports To</b>	Officiating Performance & Pathways Manager
<b>Also Works With</b>	GM Growth & Innovation
<b>Appointment Term</b>	Through to 2028 Touch World Cup
<b>Program</b>	High Performance

## Introduction

Touch Football Australia (TFA) is the national governing body for Touch Football in Australia. TFA provides leadership to state organisations, drives participation and high-performance outcomes, and ensures the integrity and sustainability of the sport nationally and internationally.

Referees are central to the integrity and quality of the game at every level. TFA is committed to building a world-class officiating pathway that identifies, develops, and supports referees from emerging talent through to elite international representation. The High Performance Officiating program reflects this commitment, ensuring Australia fields the best-prepared and best-supported referees on the international stage.

As part of TFA's strategic plan "The Next Play" (2026–2032), and guided by our organisational values of Unity, Inclusive, Integrity, and Excellence, this role sits at the pinnacle of TFA's officiating structure, leading the national referee squad and driving coach development across Australia.

## 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>Unity</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

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The High Performance Officiating Head Coach is the most senior officiating coaching position within TFA's High Performance program, responsible for leading the planning, preparation, and development of the national referee squad to achieve elite officiating outcomes at international competitions.

This role leads the implementation and delivery of HP outcomes within the TFA Referee High Performance program, drives referee coach development across Australia, and ensures the highest standards of officiating preparation and performance on the international stage.

Working closely with the Officiating Performance & Pathways Manager, GM Growth & Innovation, and TFA HP personnel, this role demonstrates exemplary leadership, fosters a culture of continuous improvement, and actively promotes TFA values and culture throughout the officiating community.

## Role Responsibilities

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### Culture and Values

- Commit to upholding TFA's values — Unity, Inclusive, Integrity, and Excellence — in all aspects of conduct and performance.
- Lead and sustain a respectful, inclusive, high-performance culture within the referee program, ensuring alignment to the core values of TFA and the High Performance Officiating 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 actively promote the sport and direction of TFA.
- Adhere to the TFA Code of Conduct, Member Protection Policy, and Anti-Doping Policy.

### Program Leadership and Delivery

- Lead the implementation and delivery of High Performance outcomes within the TFA Referee High Performance program.
- Lead the planning, preparation, and coaching of the national referee squad to achieve best possible performance at international competitions.
- Plan and deliver training camps and tours with clear communication, strong cultural alignment, effective load management, and risk management requirements.
- Monitor and evaluate individual and overall squad performance throughout the campaign.
- Conduct structured referee reviews on an annual basis.
- Commit to full attendance at all designated international events, training camps, and tours.
- Look for opportunities for program innovation to deliver results on the field through use of technology and sports science.

### Selection and Talent Identification

- Conduct talent identification and lead national referee squad selections in collaboration with TFA HP personnel and independent selectors.
- Participate in the selection of Australian referees for international representation.
- Provide comprehensive, evidence-based rationale and selection notes for all squad selections.
- Assist in the appointment process of relevant support staff.
- Exhibit an athlete-centred approach throughout all stages of selection and program delivery.

### Leadership and Coach Development

- Provide leadership and direction to referee coaches and coaching panels across Australia.
- Create and maintain close and cooperative working relationships with all officiating performance staff and TFA HP personnel.
- Undertake the lead role in planning and delivery of coach education nationally to streamline coaching philosophies and raise standards across the officiating pathway.
- Develop and implement individual development plans for referee coaches within the HP program and pathway.
- Monitor coach development progress against development plans and foster a culture of continuous learning.

- Participate in the recruitment and appointment process for referee coaching and support roles within the program.
- Provide advice and support for the development of TFA officiating workshops and coaching resources.
- Contribute to building a lasting legacy within TFA's officiating program by identifying and developing the next generation of referee coaches, creating a sustainable pipeline of coaching talent that strengthens the sport at every level.

### Athlete Development and Wellbeing

- Lead the development and progression of all athletes within the program.
- Prioritise the physical and mental requirements of athletes to optimise performance and wellbeing.
- Exhibit an athlete-centred approach and provide regular, constructive feedback to referees in the squad following events.
- Implement effective evaluation processes and prioritise continuous improvement at all levels.
- Compile end of tournament and competition reports.
- Work closely with TFA Medical and Support Staff engaged by TFA to ensure optimal athlete development, performance and wellbeing.
- Maintain clear and open lines of communication with referees, HP staff, and medical personnel.

### Key Relationships

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- Reports to the Officiating Performance & Pathways Manager, working closely with GM Growth & Innovation.
- Leads the national referee squad and is the primary point of contact for referees on all program matters.
- Provides leadership and direction to referee coaches and coaching panels across Australia.
- Works collaboratively with TFA HP personnel and independent selectors across squad and team selection panels.
- Works alongside TFA Medical and Support Staff engaged by TFA to ensure athlete health, performance and wellbeing.
- Maintains professional and effective communication with all referees, TFA staff, and HP personnel.

### Key Selection Criteria

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#### Essential

- Must not hold a position as a state or regional referee director.
- Minimum Talent Coach qualification within TFA Sport Education Framework.
- A holistic, athlete-centred approach to coaching within the TFA High Performance program.
- Proven ability to deliver high-quality program outcomes at an elite level.
- Excellent communication skills with referees, coaches, selectors and support staff.
- Deep understanding of the characteristics, needs, and development of athletes in elite officiating pathways.
- Demonstrated ability to mentor and develop coaches within the officiating pathway.
- 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.
- Demonstrated commitment to TFA's values — Unity, Inclusive, Integrity, and Excellence — across all aspects of conduct and performance.
- Working with Children Check (or ability to obtain one) and willingness to undergo a National Police Check.

#### Desirable

- Previous experience within a TFA HP program or comparable elite sporting environment.

- Familiarity with TFA policy, pathways, and performance frameworks.
- Proven experience delivering camps, tours, and high-performance environments.
- Experience developing and implementing individual development plans for coaches.
- Skills in analysis, scouting, and performance review systems.
- Experience contributing to team culture, leadership development, or athlete welfare initiatives.
- Experience in coach education, mentoring, and talent identification for officiating roles.

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*Independent Selectors and TFA Medical & Support Staff are engaged by TFA.*

*Document: High Performance Officiating Head Coach | Touch Football Australia | HP Officiating Program 2026–2028*