

Masters and Appointments Head Coach

Position Description | Masters and Appointments Program

Position Title	Masters and Appointments Head Coach
Reports To	Officiating Performance & Pathways Manager
Also Works With	GM Growth & Innovation
Appointment Term	Through to 2028 Touch World Cup
Program	Masters and Appointments

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 Masters and Appointments program reflects this commitment, ensuring the depth, quality, and continuity of officiating across the Masters ranks on the national and 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 within TFA's High Performance Officiating program, leading the Masters referee squad and overseeing the appointments process across the program.

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

Unity	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 Masters and Appointments Head Coach is a senior officiating leadership position within TFA's High Performance program, responsible for leading the planning, preparation, and development of the Masters referee squad and overseeing the appointments process for the program.

This role assists in the implementation and delivery of the TFA Master Referee Program, conducts talent identification and national squad selections, and ensures the highest standards of officiating preparation and performance across the Masters program.

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

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 Masters 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

- Assist in the implementation and delivery of the TFA Master Referee Program.
- Lead the planning, preparation, and coaching of the Masters referee squad to achieve best possible performance at international competitions.
- Prepare individuals attending the NTL in the Masters category to be set up for success.
- 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 Masters referee performance throughout the campaign.
- Conduct structured referee reviews on an annual basis.
- Support evaluation processes and ensure they are effectively implemented, with continuous improvement always sought.

Selection and Talent Identification

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

Leadership and Coach Development

- Provide leadership and direction to coaching and support staff within the Masters referee program.
- Create and maintain close and cooperative working relationships with all officiating performance staff and TFA HP personnel.
- Develop and implement individual development plans for coaches and officiating staff within the Masters program pathway.
- Monitor coach development progress against development plans and foster a culture of continuous learning.
- Participate in the recruitment and appointment process for coaching and support roles within the Masters 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 athletes following events where appropriate 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

- Reports to the Officiating Performance & Pathways Manager, working closely with GM Growth & Innovation.
- Leads the national Masters referee squad and is the primary point of contact for Masters referees on all program matters.
- Provides leadership and direction to coaching and support staff within the Masters referee program.
- Works collaboratively with TFA HP personnel and independent selectors across squad selection and appointments processes.
- 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

Essential

- 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 panel, program or comparable elite sporting environment.
- Familiarity with TFA policy, pathways, and performance frameworks.
- 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 the appointments process within a high-performance officiating environment.

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

Document: Masters and Appointments Head Coach | Touch Football Australia | HP Officiating Program 2026–2028