

# Australian Emus Mixed Youth Head Coach

Position Description | High Performance Program

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| <b>Position Title</b>   | Australian Emus Mixed Youth Head Coach                                                                                                                                                                                                                                                                                                            |
| <b>Reports To</b>       | HP & Pathways Manager                                                                                                                                                                                                                                                                                                                             |
| <b>Also Works With</b>  | GM Growth & Innovation                                                                                                                                                                                                                                                                                                                            |
| <b>Appointment Term</b> | <b>Mixed 18s and Mixed 20s:</b> Appointment through to the completion of the 2027 Asia Pacific Youth Touch Cup campaign.<br><br>To support continuity within the Australian Emus pathway, Touch Football Australia may consider extending appointments beyond 2027, subject to program requirements, coach performance and future campaign needs. |
| <b>Program</b>          | Australian Emus Mixed Youth High Performance Program                                                                                                                                                                                                                                                                                              |

## Appointment Note

The successful applicant may be appointed to one of the following national programs:

- Australian Emus Mixed 18s
- Australian Emus Mixed 20s

The specific team appointment, campaign period and international event alignment will be confirmed in the Letter of Appointment.

## 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 TFA 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 Youth Head Coach is a national High Performance coaching position responsible for leading the planning, preparation, selection and coaching of an Australian Emus Mixed Youth squad and team, either Mixed 18s or Mixed 20s, to achieve sustained success at international competitions.

Working closely with the HP & Pathways Manager, Mixed Open Head Coach, Independent Selectors, Medical and Support Staff, the Head Coach is responsible for creating a high-performance environment that supports athlete development, wellbeing and performance outcomes. The role plays a critical pathway function, preparing athletes for future Australian Emus Open representation through aligned coaching practices, talent development and succession planning across the national mixed program.

The Head Coach will work collaboratively with the Mixed Open Head Coach to ensure alignment of playing philosophy, performance expectations, athlete development priorities and long-term succession planning throughout the Australian Emus mixed pathway.

The role will demonstrate strong leadership, foster an athlete-centred culture and contribute to the ongoing success of TFA's High Performance Program through the development of future Australian Emus athletes.

## 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 18s or Mixed 20s (as appointed) | National Squad → National Team                    | Lead Coach - Full Accountability                  |
| Mixed Youth Athlete Pathway           | Emerging Athletes                                 | Talent Identification and Development Contributor |
| National High Performance Program     | Opens, Mixed, Women's, Youth and Seniors Programs | Collaborative High Performance Contributor        |

## Role Responsibilities

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### 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.
- Model and promote child-safe behaviours and immediately report and address any safeguarding concerns in accordance with TFA policies and procedures.
- Adhere to the TFA Code of Conduct and all integrity, safeguarding, member protection and child-safe policies

### Team Performance and Selection

- Lead the performance of the appointed Australian Emus Mixed Youth team at all designated international and representative competitions.
- Support the preparation and transition of athletes into future Australian Emus Open and other relevant High Performance programs.
- Lead the identification and selection of the Youth Mixed squads and teams in collaboration with TFA High Performance personnel and Independent Selectors engaged by TFA.
- Attend all Designated Events in accordance with the National Selection Policy.
- Document and provide clear, evidence-based rationale for all selection decisions.
- Lead all match and tournament team selection decisions.
- Monitor athlete progression throughout the campaign and provide recommendations to support future High Performance pathway opportunities.
- Contribute to broader talent identification and succession planning discussions across the Australian Emus pathway.

### Coaching and Performance Delivery

- Lead the planning, preparation and coaching of the appointed Australian Emus Mixed Youth program.
- 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 athlete and team performance throughout the campaign.
- Conduct structured athlete 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.
- Facilitate athlete development experiences that support long-term progression through the Australian Emus pathway.
- Work collaboratively with clubs, affiliates and State and Territory members to support athlete transition through the pathway system.

## Leadership and Coach Development

- Lead and coordinate Assistant Coaches and support staff within the appointed program.
- Work collaboratively with the Men's Open Head Coach to align coaching philosophy, athlete development priorities and long-term pathway planning across the Australian Emus mixed program.
- Collaborate with Open, Mixed, Women's, Youth and Senior Program Coaches to ensure alignment across the national High Performance pathway.
- Provide mentoring, feedback and ongoing support to Assistant Coaches and emerging coaches.
- Create and maintain close and cooperative working relationships with Independent Selectors and TFA Medical and Support Staff, and all HP personnel.
- Promote a culture of continuous learning, accountability and improvement.
- Contribute to TFA coaching initiatives, coach development activities and High Performance projects as required

## Athlete Development and Wellbeing

- Lead the development and progression of all squad members throughout the campaign
- Prioritise athlete wellbeing and development to optimise performance.
- Adopt an athlete-centred approach throughout all stages of the campaign.
- Provide regular constructive feedback to athletes in the squad.
- Implement effective evaluation processes and prioritise continuous improvement.
- Support the holistic development of youth athletes, including leadership, communication, resilience and personal growth.
- Support athletes to effectively balance performance commitments with education, employment and personal responsibilities.
- Foster age-appropriate learning environments that balance performance objectives with developmental outcomes.
- Compile end of campaign and competition reports.
- Work closely with TFA Medical and Support Staff to ensure optimal player development, wellbeing and performance.
- Serve as the primary point of contact for athletes regarding team and on-field matters.
- Maintain appropriate and professional engagement with parents and guardians, recognising their role in supporting athlete wellbeing, development and participation throughout the campaign.

## Key Relationships

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- Reports to HP & Pathways Manager and works closely with GM Growth & Innovation.
- Contribute to leadership discussions and continuous improvement initiatives across the Australian Emus High Performance coaching network
- Works collaboratively with the Men's Open Head Coach to support athlete development, succession planning and alignment across the Australian Emus Mixed pathway.
- Collaborates with Open, Mixed, Women's, Youth and Seniors Program Coaches.
- Works alongside Independent Selectors engaged by TFA.
- Maintains effective working relationships with TFA Medical and Support Staff to ensure athlete health, wellbeing and performance.
- Provides direct leadership to athletes and staff within the appointed Mixed Youth program.
- Collaborates with State and Territory pathway personnel regarding athlete identification and development.

- Engages positively with affiliates, members and stakeholders across the sport.

## Key Selection Criteria

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### 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 develop and deliver high-quality technical and tactical programs for emerging elite athletes progressing through a high performance pathway.
- Excellent communication skills with athletes, coaches, selectors and support staff.
- Demonstrated understanding of youth athlete development, talent identification and long-term athlete progression within High Performance pathways..
- Demonstrated ability to effectively engage, mentor and develop youth athletes.
- Proven leadership capability and ability to positively influence culture and performance.
- Strong understanding of athlete wellbeing, safeguarding and child-safe practices.
- 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.
- Current 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.

