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Job Description

Position Title: Player & Coach Development Officer

Status: Full Time

Reports to: General Manager

About RedCity Roar

RedCity Roar Basketball Association (RCR) is a community-based association that aims to promote, encourage, and develop domestic and QSL/NBL1 competitions for those players and teams that enjoy the sport of basketball in the city of the Redlands and surrounds.

About the Position

The Player & Coach Development Officer plays a key role in strengthening the capability, confidence and consistency of RedCity Roar's representative program. The role focuses on building structured development pathways for coaches and players, ensuring alignment with Basketball Queensland's high-performance framework and supporting athletes to progress through FDP, SPP, and Queensland South representative opportunities.

This position also provides essential competition administration support, contributing to the smooth operation of domestic and representative competitions across the association.

This is a dual-capacity role, with approximately 26 hours/week dedicated to player and coach development and 12 hours/week focused on competition administration. (There may be capacity in the future to separate the Player & Coach Development role & Competitions Administration role into separate roles.)

The Player & Coach Development Coordinator will report to the General Manager and is expected to work closely with all RCR Staff, plus rep coaches & rep players in the areas of mentoring, education, & standards each week to ensure development of our current & future RCR rep athletes & coaches.

Roles and responsibilities

Coach Development (Mentoring & Capacity Building)

- Mentor volunteer representative coaches during trainings and games to improve technical, tactical, and leadership capability.
- Develop and deliver coach education sessions, workshops and resources.
- Lead design and implementation of coaching frameworks, season plans and skill-development programs.
- Create and maintain coach depth charts and Talent ID processes.
- Build a consistent coaching philosophy and standards across all age groups.

Player Development (Pathways & Performance)

- Mentor players during trainings, clinics and development programs to build fundamental skills and basketball IQ.
- Design and deliver individual and group skills sessions, clinics and off-season programs.
- Oversee development pathways aligned with BQ high-performance programs (FDP, SPP, State Teams).
- Build and maintain player depth charts and Talent ID mapping across boys' and girls' programs.
- Develop a girls only pathway and program.

Representative Program Coordination

- Lead and oversee all junior rep trials and serve as head of coach and team selection panels.
- Appoint suitable volunteer support personnel (excluding current/potential rep coaches).
- Promote and maintain a positive and inclusive culture throughout the rep program.
- Manage behavioural issues among coaches, players, and parents in line with RCR and Basketball Queensland policies.
- Uphold RCR and Basketball Queensland values, guidelines, and codes of conduct.
- Attend BQ Director of Coaching/coaching meetings as required.
- Provide written recommendations to improve the representative program.

Competition Administration Support

- Support the Operations Manager in administering domestic competitions, including scheduling, communications, and liaison with junior clubs and senior teams.
- Assist with competition systems (e.g., BasketballConnect) and general administrative tasks.
- Contribute to building and maintaining a high-quality competition environment across all levels.

Organisational Contribution

- Work collaboratively with RCR staff and volunteers.
- Attend staff, President, or Management Committee meetings when required.
- Represent RCR professionally at internal and external events.

Selection Criteria (competencies)

Essential

- Excellent interpersonal and communication skills, both verbal and written
- Excellent Time management skills & ability to plan in advance.
- Association Coach Accreditation essential (Level 2) & be willing to work towards a Performance Coach accreditation (Level 3) in the future.
- Experience in Microsoft Office.
- Be able to work effectively as part of a team and have the capacity to represent RCR throughout the relevant competitions & programs.
- Honest, dependable and disciplined.
- Able to work autonomously.
- A current Blue Card (or equivalent): For working with children.

Desirable

- Extensive basketball coaching or elite level playing experience
- Experience in implementing or capacity to implement goals.
- Excellent facilitation, liaison, management and negotiation skills.
- Passionate about developing skills of junior to senior basketball players and coaches.
- Strong links with other basketball programs and current and former senior elite players.
- Solution orientated problem solver with a proactive approach and proven initiative.
- Experience with competition management systems, especially Basketball Connect or similar.
- Good character and approachable.
- Must have own licence & vehicle to get to venues across Redlands (rep training RCR development programs, trials etc.) & SEQ (SQJBC games & State Championships).

Employment conditions

This is a hybrid role combining on-court coaching/mentoring with office or remote administrative work. Days and hours will be negotiable to meet program and competition requirements (including evenings and weekends).

Remuneration

\$55,000-\$60,000 plus super depending on strength of successful applicant.

Applicants must email a copy of their current relevant CV with a covering letter addressing the selection criteria from the position description, to: gm@redcityroar.com.au