



Country Starz

*Coach
Expression of Interest
2012*

*Applications close:
25 May 2012*

Country Starz Coach - 2012

Overview:

Country Starz is a post junior program developed by Tennis NSW's Tennis Country Management Committee. The program was created due to a void in player development for athletes aged 18-22 years. Tennis Country also acknowledges the need for financial assistance for regional athletes at tournaments and competitions, especially in this age-group.

Tennis Country whilst assisting these young adults also have expectations of their help in nurturing and developing Country Juniors and acting as mentors during the year at tournaments, regional training days and events. We hope they can become the role models our country juniors not only can aspire to be, but seek their assistance, experience and advise on their journey as developing junior country players.

As such Tennis NSW through the Tennis Country Management Committee has invested significantly into the country starz program to assist a team of 12 selected players with the following

1. Accommodation assistance
2. Travel assistance
3. Training assistance
4. Management at more than six selected regional tournaments, including the NSW Country Tennis Championships
5. Professional Coaching at more than six selected regional tournaments, including the NSW Country Tennis Championships

Position:

Country Starz Coach (Tennis NSW Contract Coach)

Tennis Country requires the services of a Tennis Australia Qualified (minimum Club Professional) coach to oversee Country Starz players at 6 regional events and the Country Championships in 2012.

Outlined below are details of identified responsibilities and obligations, Player desired outcomes and expectations and pertinent details of the position outline.

Responsibilities and Obligations:

General Obligations:

As a contract coach with Tennis Country NSW you must be suitably qualified on appointment and/or have proof of commitment to gain your qualification as negotiated with Tennis Country NSW. Proof of the following is also required prior to commencing your employment with Tennis Country NSW:

- Coaching Qualification
- First Aid Qualification
- Child protection check
- Professional / Personal Insurance

Specific Obligations:

Attendance

1. Coach should be available for the designated 6 regional tournaments and the NSW Country Championships.
2. Coaches should arrive at the tournament venue 30 minutes prior to the first scheduled training session.
3. Coach should arrive at the venue 10 minutes before the daily morning warm up sessions.
4. Coach (or designated deputy) should remain at the venue until the last player has completed matches on a daily basis.
5. Coach should not leave the tournament until the last of the players' obligations are complete.

Payment Procedures

1. Coach must submit an invoice per event. (As per agreed rate)
2. Invoice must be signed by Country Starz Manager

Tournament Calendar & Compulsory Dates

Compulsory events include the NSW Country Championships held in Newcastle each year and the Inauguration Day at the Sydney International in January.

Other current subsidised events for selected athletes include –

1. Gosford AMT - Platinum
2. Wollongong AMT - Platinum
3. NSW Country Closed Championships
4. Grafton AMT – Platinum
5. Bathurst AMT – Gold
6. Griffith AMT – Platinum

Role Responsibilities

The responsibilities will include:

1. Pre event warm up and group training session (2hrs) – 1 day prior to main draw matches. This will include Local Country Juniors (by Invite) and Country Juniors traveling to the Event
2. Allocate accommodation groups.
3. Conduct squad session & Pre match warm ups on a daily basis – Morning session. All Country Juniors should be invited to join and made welcome.
4. Book courts for training sessions
5. Be available for player consultation on a daily basis
6. Offer match plan and advise before and analysis of performance after
7. Be available until the last player in the group has completed all responsibilities.
8. Ensure accommodations are left appropriately
9. Partake in promotional activities of the tournament including coaching clinics, photo shoots, media.
10. written report of tournament including player performance, interaction with juniors, areas of success and how Country Starz desired outcomes have developed and progressed.

Country Starz Program – Expectations and Desired Outcomes

Player Expectations:

The Country Starz program expects that all athletes will uphold the standards of fair play, sportsmanship and all areas of the Tennis Australia Code of Behavior when participating in all sanctioned tournaments and competitions. Please remember that you are at all times promoting Country Starz and any behavior that does not meet these standards will be dealt with in line with the Player Disciplinary process.

Inappropriate behaviour could include but is not limited to:

1. Drinking alcohol at the team's accommodation or tournament venue.
2. Failing to clean accommodation each day.
3. Failing to leave accommodation clean and tidy, upon departure.

Failure to act in an appropriate manner that brings the team or themselves into disrepute will result in Tennis Australia Disciplinary action and possible expulsion for the program.

Individual Coaches:

Tennis Country recognises the need to integrate a player's individual coach into the Country Starz program. All team training sessions will allow individual training to take place. Players with/without individual coaches will have access to Tennis NSW's player development coaches at all team training sessions and throughout each tournament (when available). Individual coaches will not be financially subsidised through the Country Starz program

Team Accommodation:

All team athletes will be housed as a group. Team, bonding and friendship are vital components of the program. Athletes will be under team rules at each event and will be subject to a code of conduct contract at all times. Players are expected to remain in camp for the duration of the tournament unless a special circumstance arises. Failing to do so without the permission of Country Starz Manager will result in loss of travel subsidy and repayment of outlaid monies for accommodation and food. (This requirement is in place to promote the junior mentoring component of the program and also to assist the tournament with promotional activities)

Junior Mentor Expectations:

Tennis Country whilst assisting you also has expectations of your help in nurturing and developing Country Juniors and acting as mentors during the year at tournaments, regional training days and events. We hope you can become the role models they not only can aspire to be, but seek your assistance, experience and advise on their journey as a developing junior country player.

You will be expected to mentor a junior at each Tournament (where possible) with the following assistance:

1. Including in warm ups
2. Watching and supporting matches
3. Giving some time for match analysis and support after matches complete

It is your responsibility to advise the Coach and / or Tournament Program Manager whom you wish to assist and report back as to how they have performed.

Coach Remuneration:

To be negotiated with successful applicant.

Additional benefits included.

Travel & Expense items

Team transport costs:

1. Country travel has many logistical problems, as such players must organise their own transportation and arrive before the designated time at each event. Coach may fly, train, car or share.
2. Failing to arrive before the specified time will result in a reduction of travel funding for that tournament.

Travel Formula:

In consideration of the travel each athlete and coach has had to do in the past, athletes are paid at a rate based on their place of residence, as indicated in their acceptance letter.

Individual athlete payments are based on average car size.

Each athlete will receive a travel allowance as follows.

<p>Formula: \$1.40 per litres used. Travel distance as per google maps X 2. Average k's per litre is equal to 10k's. $500k's \times 2 = 1000 / 10 = 100 \text{ litres of fuel} \times \\$1.40 = \\$140.$</p>

Team Meal Subsidies Allowance:

1. As an adult you will be expected to arrange for your own food and cooking during the tournament
2. A daily meal allowance (breakfast lunch and dinner) will be provided to a maximum amount of \$40.00 per day (\$10.00 Breakfast, \$10.00 Lunch and \$20.00 Dinner)
3. Please only claim for meals that you are present for

Team Apparel:

1. Country Starz players and coach will receive an official team uniform.
2. Country Starz players and coach must wear team uniform on the 1st day of all official events.
3. Country Starz players and coach must wear team uniform on the last day of all official events.
4. Country Starz players and coach must wear team uniform for one day at all TNSW sanctioned events.
5. Country Starz players and coach must wear team uniform on all days (if possible) when acting as Team managers.
6. Failure to comply with official clothing agreement at official events will result in loss of travel subsidy for the event.
7. Failure to comply with official clothing agreement at non official tournaments will result in loss of travel subsidy for the next official event.

Terms & Conditions

- As a self-employed contractor you are not guaranteed ongoing or regular employment with Tennis NSW, you will be engaged on an as required basis. Tennis NSW holds the rights to terminate your service at any time.

Entitlements:

- As a contracted coach, entitlements such as holiday pay and sick leave are not granted.

Code of Conduct:

- Tennis NSW expects all employees including contracted coaches to behave in a manner appropriate for business purposes in the conduct of their duties. Expected standards of behaviour are detailed in the Tennis Australia Member Protection By-Law.

Harassment & Discrimination:

- Tennis NSW prohibits victimization; harassment, including sexual harassment; and discrimination on any of the following grounds: age, gender/gender identity, race, impairment, industrial activity, marital status, parental status or status as a carer, physical features, political belief or activity, religious belief or activity, pregnancy, sexual preference.

Working with Children:

- It is an offense under NSW legislation for a person convicted of a serious sex offense to carry forth with this position. All contract coaches must complete a Prohibited Employment Declaration and agree to the terms and conditions of the Tennis NSW Child Protection Policy.

Occupational Health and Safety:

- You must perform all duties in a safe manner; follow all safety policies set down by Tennis NSW, and refrain from undertaking any activity that may cause injury to yourself or others.

Country Starz Coach - Expression of Interest



Expressions Close: 25 May 2012 and are to be returned by email to -

Chris Maddocks
Country Starz Manager
Mob : 0408 536 287
Email: chris.maddocks@visy.com.au

Attachments

1. Prohibited Employment Declaration
2. Tennis NSW Personnel Record
3. Tennis NSW Incident Report Form

Contact List

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