

POSITION DESCRIPTION

INSPIRING A LIFELONG LOVE OF NETBALL



Position Title:	Head Physiotherapist and Performance Health Lead	Date:	May 2026
Department:	High Performance and Pathways (HPP)	Reports to:	General Manager High Performance and Pathways Melbourne Vixens (MV) Head Coach
Location/s:	Netball Victoria State Netball Centre 10 Brens Drive, Parkville 3052	Direct Reports:	Consultants and contractors as required
Position Type:	Full Time		

+ Being Part of Netball Victoria

Netball Victoria is a not-for-profit, member-based organisation and the peak body for netball in Victoria, affiliated with Netball Australia and governed by a volunteer Board.

Our purpose is to improve people's lives through netball. We live our values of 'We empower each other', 'We strive to go beyond existing barriers', and 'We are leaders'—guiding how we work individually and together.

The Executive Team includes the CEO, COO and General Managers across areas such as High Performance, Community, Commercial, Stakeholder Relations, Business Services, Member Services and People and Capability.

Working Conditions

Hybrid work environment (office and home)

Staff are employed under the terms outlined in their contracts

Due to the nature of this role in sport, after hours and weekend availability is essential

The position description provides an indicative outline of the purpose and accountabilities of the role. Specific performance objectives, measurements and expectations will be agreed with your manager.

+ Position Overview

This role leads the delivery of physiotherapy services for the Melbourne Vixens and oversees the integration of performance health support across the program. The position also provides strategic oversight of physiotherapy and performance health requirements across the Vixens Academy and Netball Victoria pathway programs, ensuring an interdisciplinary, athlete-centred and evidence-informed approach across the high-performance pathway, with a focus on performance optimisation, injury prevention and injury management.

+ Key Responsibilities

<p>Melbourne Vixens (MV) Head Physiotherapist</p>	<ul style="list-style-type: none"> • Deliver world class, integrated and proactive physiotherapy services to Melbourne Vixens athletes, including performance support, injury risk reduction, assessment and treatment, rehabilitation planning, load management input, and return-to-play decision-making in collaboration with the interdisciplinary team • Maintain strong working relationships with Melbourne Vixens Head Coach, athletes and interdisciplinary support staff • Lead and manage Melbourne Vixens Performance Health personnel and contractors to ensure services are coordinated effectively and delivered through an integrated, proactive, athlete care model • Manage regular interdisciplinary meetings with coaches and support staff to discuss progress of individuals and the team relating to performance and athlete health status • Attendance at all training sessions and match days (pre-season and in-season) as directed by GM HPP and/or MV Head Coach • Record all treatment notes, assessments and investigations (eg. imaging) in the AMS. Document both time-loss and non-time-loss injuries using consistent coding for Melbourne Vixens epidemiological reporting and contribution of de-identified data to the league Injury Surveillance Program • Complete annual musculoskeletal screening on all athletes including training partners, permanent and temporary replacement players • Collaboration with National Programs via the Australian Diamonds Performance Health Program. • Contribute to coach and athlete education via presentations in workshops and seminars as directed by GM HPP and/or Melbourne Vixens Head Coach • Participation in Victorian and/or National working groups / meetings / conferences as required
<p>Netball Victoria Pathway Programs</p> <p>(including Vixens Academy, Elevate, U17 & U19 State Teams, Marie Little Shield State Team, First Nations State Team and Umpire programs)</p>	<ul style="list-style-type: none"> • Provide evidence informed strategic oversight of physiotherapy and performance health services across Netball Victoria pathway programs, ensuring consistent standards, integrated support and alignment with athlete development needs • In conjunction with Performance Manager – Vixens, Pathways Manager, and Performance Officials Manager, provide support in the recruitment of physiotherapy and performance health staff for Netball Victoria Player and Umpire pathway programs • Mentor and empower Netball Victoria pathway program physiotherapy contract staff • Develop and deliver development opportunities for physiotherapy staff involved at Victorian Netball League (VNL) Clubs • Work closely with Netball Australia and the Victorian Institute of Sport physiotherapy and other support staff where required to support the transition and development of Nationally Categorised Athletes • Ensure alignment between pathway programs and Melbourne Vixens/Vixens Academy/VIS Development programs in line with national team/program requirements
<p>Leadership</p>	<ul style="list-style-type: none"> • Lead the strategic development of Netball Victoria's physiotherapy and performance health function, establishing contemporary standards, frameworks and practices that support high-quality care across Netball Victoria's performance pathway • Provide performance health input into the development and implementation of the Netball Victoria Player Pathway Framework • Develop and maintain strong relationships with Netball Australia and the Victorian Institute of Sport staff to deliver shared objectives, including the smooth transition of players between Victorian and National environments at all stages of the pathway • Lead and inspire the team to deliver on strategic objectives and operational priorities, fostering a high-performance culture aligned with Netball Victoria's values. • Provide expert guidance and advice across the organisation on programs, resources, and initiatives, demonstrating strong commitment to organisational values.

	<ul style="list-style-type: none"> • Communicate with clarity, integrity, and transparency, role-modelling collaboration and teamwork across all levels. • Engage in continuous leadership development to enhance personal and organisational capability.
Associated Duties	<p>Operations</p> <ul style="list-style-type: none"> • Attend and take an active part in department meetings and planning days. • Assist the GM – High Performance and Pathways in the strategic planning process. • Keep abreast of contemporary physiotherapy and performance health evidence-based trends and introduce relevant practices to Netball Victoria. • Represent NV at meetings held by stakeholders that relate to physiotherapy and performance health services and share relevant information with the HPP team. <p>Budgets</p> <ul style="list-style-type: none"> • Provide input into performance health budget planning and resource prioritisation as required <p>Reporting</p> <ul style="list-style-type: none"> • Provide timely and accurate documentation and reports to internal and external stakeholders as required by the General Manager – High Performance and/or Pathways, MV Head Coach • Timely and accurate input of player information into the Athlete Management System (AMS)
Contribution to Workplace Culture	<ul style="list-style-type: none"> • Actively role-model Netball Victoria’s values of empowerment, innovation and leadership. • Foster a safe, inclusive and respectful workplace and community environment. • Embrace learning and development opportunities and support others to grow. • Build effective partnerships across Netball Victoria and externally, representing the organisation professionally at all times.

+ Education, Qualifications and Experience

- Bachelor of Physiotherapy or equivalent
- Current AHPRA registration as a Physiotherapist (with no conditions or suspensions)
- APA Sports and Exercise Physiotherapy titling, with current Australian Physiotherapy Association membership and relevant national group affiliation (Sport Physiotherapy Association or Musculoskeletal Physiotherapy Association)
- Minimum of three (3) years’ experience as a sports physiotherapist in a high-performance environment, working with elite athletes and interdisciplinary teams. Experience in netball is preferred.
- Knowledge of and experience using athlete management systems and injury surveillance / reporting processes
- Experience working across pathway or talent identification programs and supporting transition of athletes between pathway, state and national environments desirable
- Experience leading or mentoring physiotherapy and/or performance health staff desirable
- Current First Aid and CPR certification
- Working with Children’s Check Connected to Netball Victoria.
- Valid Victorian Drivers Licence

+ Key Skills and Attributes

- High level of knowledge around the physical, psychological, injury risk and load demands associated with Netball.
- Demonstrated ability to apply clinical expertise to plan, coordinate and deliver physiotherapy and performance health service support across a season or campaign, enabling athlete availability, performance progression and successful outcomes.
- Demonstrated ability to work within a multidisciplinary team and share responsibility for player development and program management.
- Highly organised with the ability to prioritise effectively, manage competing demands, meet deadlines and work both autonomously and collaboratively.

- Experience in people management, leadership and mentoring.
- Excellent interpersonal and communication skills, with the ability to engage effectively in person and produce clear written reports, correspondence and documentation
- An understanding of sport culture and grassroots sporting organisations, with netball experience or exposure preferred
- Ability to align practice and decision-making with organisational strategy, values and performance objectives
- Knowledge of inclusion and diversity in sports, particularly in multicultural or all-abilities contexts.

+ Commitment to Safeguarding Children & Young People

Every person in the netball community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care. Netball Victoria is committed to promoting and protecting the rights of children and preventing abuse from occurring by fostering a culture where children feel safe and empowered. We also seek to ensure the cultural safety of First Nations children, children from culturally and/or linguistically diverse backgrounds and children with a disability.

+ Diversity and Inclusion

We are proud to be an equal opportunity employer, embracing diversity in all forms, including First Nations and Torres Strait Islander peoples, culturally and linguistically diverse individuals, and the LGBTQ+ community. At Netball Victoria, we embrace diversity in gender, age, ethnicity, disability, religion, and sexual orientation. We are committed to providing a safe environment for all across Netball.

+ Health and Safety

<p>All employees are responsible for:</p>	<ul style="list-style-type: none"> • Compliance with the company policy, safety systems and applicable health and safety legislation and regulations. • Reporting any and all conditions or unsafe practices that may affect the health of employees or others to management promptly. • Recommending improvements to health and safety practices. • Adopting safe work practices that comply with health and safety requirements and must not wilfully place at risk the health and safety of any other person in the workplace. • Assisting in timely completion of any corrective action items and reporting / investigation procedures. • Participating in relevant health and safety induction, training and other relevant activities. • Use and maintain all safety equipment provided.
<p>Managers are also responsible for:</p>	<ul style="list-style-type: none"> • Ensuring all appropriate actions are taken to implement health and safety policies and procedures and legislative requirements. • Accepting operational responsibility for health and safety performance within the work areas under their control. • Effectively communicating health and safety policies, procedures and workplace issues with senior management and employees. • Supporting the Health and Safety Officer and First Aid Officer in fulfilling their responsibilities

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation

Please note: NV reserves the right to change job duties and responsibilities outlined in this Position Description at any stage in line with business requirements and needs