Head Coach – Williamstown Juniors Netball Club (WJNC)

About the Club
Williamstown Juniors Netball Club (WJNC) is a proud, community-based club where netball is centred around competitiveness and player development coupled with belonging and enjoyment.

With approximately 160 players, we have 16 teams competing in the Altona Netball Association juniors competition on Saturdays/Tuesdays. The club is run by a dedicated committee of volunteers and is supported by families, sponsors and the wider Williamstown community.

At WJNC, success is measured equally by results on the court and our strong community culture that encourages children to enjoy netball.

The Role
The Head Coach role has been introduced to support the club's continued growth and is responsible for leading the coaching and development program at WJNC for teams ranging from u9 to u17.
The Head Coach will:

- ensure a balanced, fair and transparent approach to team selection and player progression
- work within the club's hybrid team selection model
- mentor and educate volunteer coaches
- provide consistency of skill development across teams

This is a funded role that works closely with the Committee to uphold the club's strategic direction and coach/player development.

Approach to Team Selection
While the majority of WJNC players seek competitive pathways and higher skills development, as a community club we equally value supporting friendships and social connection where possible to foster confidence-building and retention of players. The Head Coach must be comfortable operating within this hybrid model.

Key Responsibilities
1. Team Selection and Grading

- Lead and oversee team selection and grading processes twice per year
- Ensure selection decisions are fair, transparent and aligned with club values
- Work with the Committee to maintain clear, documented selection principles
- Communicate selection outcomes and rationale with empathy and clarity to coaches, players and parents
- Apply a balanced lens that considers skill level, confidence, enjoyment and social connection
- Analyse grading outcomes to finalise balanced, competitive teams.

2. Coaching Leadership and Mentor Coach Program

- Set and champion a clear coaching vision that reflects WJNC's community values
- Host at least one coaches roundtable per season to capture coaching insights
- Meet all volunteer coaches individually to discuss framework, challenges, and opportunities
- Provide guidance on training session planning, drills and game-day coaching
- Facilitate at least one coaches masterclass and share best-practice resources
- Build coach confidence and capability rather than a results-only mindset
- Assist with recruiting volunteer coaches
- Identify potential representative players and encourage their pathway
- Evaluate the club's coaching framework bi-annually to identify strengths and gaps
- Regularly attend training sessions and Saturday games

3. Selection Criteria and Key Attributes

- Strong netball background with coaching experience (senior or club level preferred)
- Demonstrated ability to lead, mentor and support volunteer coaches
- Excellent communication skills, particularly with parents and young players
- Strong alignment with a community club mindset
- Ability to balance development, competition and inclusion
- Confident, calm and fair when managing selection conversations
- Organised and reliable, with the ability to manage multiple teams and priorities
- Passion for junior sport, player wellbeing and positive sporting experiences

4. Qualifications and Requirements

- Working With Children Check (linked to Netball Victoria)
- ABN
- Netball Victoria registration
- Insurance (public liability/professional indemnity provided under VNA)
- Netball Victoria Coaching Accreditation (updated every 4 years)
- Ensure compliance with child safety, equity and Netball Victoria policies
- Participate in committee meetings as required

Remuneration and Commitment

This is a funded role. Remuneration will be negotiated each season based on experience, scope and agreed time commitment.

How to Apply

Please submit your expression of interest, a brief coaching background, and a short statement outlining how you would approach this role in line with WJNC's community values to netball@williamstownjuniorsnetballclub.com.au