

# High Performance Coach

USA Netball High Performance Program | Reports to the Head Coach | Based in USA (remote)

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USA Netball (the United States of America Netball Association) is the National Governing Body for the sport of netball in the United States, recognised by World Netball and the Americas region. Founded in 1992, the non-for-profit organisation is responsible for growing participation, sanctioning competition, developing coaches and officials, and fielding national teams that represent the United States on the world stage.

Netball is played in over 80 countries and is among the world's most participated team sports for women and girls. In the United States the game is at an inflection point: a fast-growing base of schools, clubs and community leagues, rising visibility of the National Championships, and an emerging opportunity to position the United States as a credible force in netball globally, working toward a sustainable future for the sport in US, including through the Back the Bid 2032 campaign for Olympic recognition.

## 2 • Role Purpose

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The High Performance Coach plays a critical role in developing athletes and contributing to a world-class performance environment within USA Netball. Coaches are expected to create an athlete-centred, high-performance culture that develops technically proficient, tactically intelligent, physically prepared and mentally resilient athletes capable of competing successfully on the international stage. This position extends beyond on-court coaching — coaches are leaders, educators and role models who uphold the values of USA Netball while actively contributing to the growth and sustainability of the High Performance Program.

## 3 • Key Responsibilities

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### 3.1 • Athlete Development

- Deliver high-quality coaching that aligns with the USA Netball High Performance Framework.
- Develop individual athletes through purposeful coaching, education and constructive feedback.
- Create training environments that challenge athletes while promoting confidence and growth.
- Support athletes in achieving their Individual Athlete Performance Plan (IAPP) objectives.
- Monitor athlete progression and communicate development priorities to the Head Coach.

### **3.2 · Program Delivery**

- Attend and actively contribute to all scheduled training camps, trials and competitions as directed.
- Prepare thoroughly for all coaching sessions and deliver engaging, organised and purposeful training activities.
- Support the implementation of the annual High Performance calendar.
- Assist in athlete evaluations and selection processes.

### **3.3 · Technical & Tactical Excellence**

- Demonstrate advanced knowledge of netball strategy, skill acquisition and game analysis.
- Contribute to the continual evolution of USA Netball's playing philosophy.
- Analyse performances using video and statistical information where appropriate.
- Provide clear, evidence-based feedback to athletes.

### **3.4 · Athlete Welfare**

- Prioritise athlete wellbeing alongside performance outcomes.
- Support safe training loads and injury management processes.
- Promote positive behaviours relating to nutrition, recovery and lifestyle.
- Report any wellbeing or safeguarding concerns immediately.

### **3.5 · Professional Behaviour & Communication**

- Model professionalism at all times and foster an inclusive, respectful and psychologically safe environment.
- Maintain confidentiality regarding athletes, staff and organisational matters.
- Represent USA Netball positively both in person and online, and uphold the standards outlined within the Coach Code of Conduct.
- Communicate openly, honestly and respectfully with athletes and fellow staff, and respond to official program communication in a timely manner.
- Escalate concerns or risks appropriately and contribute positively during staff meetings and performance reviews.

### 3.6 · Coach Development

- Demonstrate a commitment to continual professional learning and participate in coach development workshops and mentoring opportunities.
- Seek and implement feedback to improve coaching practice.
- Share knowledge and contribute to the development of the wider coaching team.

### 3.7 · Administrative Responsibilities

- Complete requested reports and athlete feedback within required timeframes.
- Maintain accurate attendance and performance records.
- Assist with planning documentation where requested and meet deadlines for all administrative requirements.

## 4 · Selection Criteria

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### Essential

- Demonstrated high-performance coaching experience in netball or a comparable team sport, with a track record of developing athletes toward international competition.
- Advanced knowledge of netball strategy, skill acquisition, game analysis and contemporary coaching methodology.
- Understanding of athlete-centred coaching and the ability to create environments that challenge and support athletes.
- Experience contributing to athlete evaluations, selection processes and Individual Athlete Performance Plans.
- Strong communication and interpersonal skills, with the ability to provide clear, evidence-based feedback to athletes and collaborate with fellow staff.
- A genuine commitment to athlete welfare, safeguarding, and inclusive practice.
- Reliable, punctual and solutions-focused, with the organisational ability to manage coaching, planning and administrative responsibilities.
- Eligible to work in the United States and able to satisfy USA Netball's coach background and probity checks.

## Highly Desirable

- Recognised netball coaching accreditation or qualification.
- Experience within a national-team, professional or elite pathway program.
- Experience using video and statistical analysis to inform coaching and athlete feedback.
- Familiarity with World Netball, the Americas region and international competition standards.
- An existing connection to netball in the United States — as a player, coach, umpire or administrator.

## 5 • Personal Attributes

- Integrity and humility — holds themselves accountable to the same standards expected of athletes.
- Emotional intelligence — builds trust and positive relationships with athletes and staff.
- Growth mindset — embraces feedback, innovation and continual improvement.
- Resilience and a team-first mentality.
- Strong organisational ability and a passion for athlete development.

## 6 • Key Relationships & Accountabilities

| Relationship                  | Nature of the accountability                                                                                                                        |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Head Coach                    | Reports to the Head Coach; delivers coaching within the High Performance Framework; communicates athlete progression, risks and program priorities. |
| Assistant Coaches             | Collaborates on session design, delivery and the development of the wider coaching team.                                                            |
| Team Managers                 | Coordinates logistics, attendance and program communication for training camps, trials and competitions.                                            |
| Strength & Conditioning Staff | Partners on athlete physical preparation, training loads and injury management.                                                                     |
| Performance Support Staff     | Works with on video and statistical analysis, athlete monitoring and evidence-based feedback.                                                       |

| Relationship                    | Nature of the accountability                                                                         |
|---------------------------------|------------------------------------------------------------------------------------------------------|
| Athlete Wellbeing Personnel     | Supports athlete welfare, safeguarding and the reporting of concerns.                                |
| High Performance Administration | Completes reports, records and administrative requirements within required timeframes.               |
| Athletes                        | Develops, challenges and supports athletes toward their IAPP objectives and international selection. |

## 7 • Terms of Appointment

- Appointment offered on a twelve (12) month basis, with continuation determined through an annual review process considering coaching performance, commitment to the program, alignment with USA Netball values, professional conduct, athlete and program outcomes, and future staffing requirements.
- Based in US; remote role with travel to training camps, trials, competitions and key events as directed.
- Remuneration and allowances by negotiation, commensurate with experience and the role's responsibilities.
- Subject to signing a Coach Agreement covering confidentiality, code of conduct, safeguarding and the Coach Code of Conduct, and to completing the organisation's coach onboarding and probity checks.

## 8 • How to Apply

Complete application via <https://usanetball.org/usa-netball-careers> including resume and a cover letter (maximum two pages) addressing the selection criteria. Questions to [president@usanetball.com](mailto:president@usanetball.com). Applications close at Sunday 30 August 11:59pm; late or incomplete applications may not be considered.