



Melbourne Ice

Position Description – Head Coach

Organisation: Melbourne Ice

Competition: Australian Ice Hockey League (AIHL)

Location: O'Brien Icehouse, Docklands, Victoria

Reports To: Team Governor and Director Hockey Operations

Engagement: Part-time / Seasonal Contract

Contract Period: Multi Year

POSITION PURPOSE

The Head Coach is responsible for leading the Melbourne Ice senior men's team and delivering a professional, competitive and values-driven hockey program.

The Head Coach will establish the team's playing identity, prepare players and staff to perform at their best, and create a high-performance environment consistent with Melbourne Ice's values, history and expectations.

The role extends beyond match results. The Head Coach is expected to develop players, build a strong and accountable team culture, support the club's commercial and community activities, and represent Melbourne Ice professionally throughout the AIHL and broader ice hockey community.

KEY RESPONSIBILITIES

1. Hockey Strategy and Team Performance

- Develop and implement the team's overall hockey strategy, playing systems and competitive identity.
- Prepare the team for every regular-season, exhibition and finals game.
- Establish clear performance standards for players and hockey operations staff.
- Make final decisions regarding team selection, line combinations, player deployment and in-game strategy, subject to club policies and roster requirements.
- Review match and training performance through video, statistics, player feedback and coaching analysis.
- Identify performance gaps and implement practical improvement plans.
- Build a team capable of consistently competing for an AIHL finals position and the Goodall Cup.

2. Training and Match Preparation

- Plan and lead structured, purposeful and high-quality training sessions.
- Provide training plans to relevant staff within agreed club timeframes.



- Ensure training balances tactical preparation, skill development, conditioning, recovery and injury management.
- Prepare game plans, opposition analysis, special-teams structures and individual player assignments.
- Conduct pre-game, intermission and post-game meetings.
- Work with medical and performance personnel to manage player availability, workload and return-to-play requirements.

3. Player Leadership and Development

- Establish clear roles, responsibilities and expectations for every player.
- Provide regular, honest and constructive individual feedback.
- Conduct formal player reviews during and following the season.
- Develop emerging Australian players and create meaningful pathways into senior AIHL hockey.
- Support the successful integration of import players, interstate players and younger athletes.
- Work with the club's leadership group to promote discipline, accountability and team unity.
- Address performance, conduct and cultural concerns promptly and professionally.

4. Recruitment and Roster Management

- Work collaboratively with the Team Governor, Team Captain and Hockey Operations personnel on player recruitment, retention and roster planning.
- Identify prospective local, interstate and international players who meet the team's performance, character and budget requirements.
- Provide recommendations on player contracts, imports, leadership appointments and roster balance.
- Operate within approved budgets, AIHL roster regulations and club recruitment policies.
- Maintain appropriate confidentiality throughout recruitment and contract discussions.
- The Head Coach may recommend player appointments and releases; final contractual and financial approval remains with the club.

5. Coaching and Hockey Operations Staff

- Lead, coordinate and evaluate assistant coaches and other designated hockey operations personnel.
- Clearly allocate responsibilities across the coaching group.
- Conduct regular coaching and performance meetings.
- Create a collaborative environment in which staff can challenge ideas constructively and contribute to team improvement.
- Support the development of Australian coaches and emerging hockey personnel.
- Maintain professional working relationships with the Team Manager, Stadium Staff, Medical Team, equipment staff, travel staff and club administration.

6. Team Culture and Conduct

- Build a culture based on commitment, respect, accountability, resilience and team-first behaviour.
- Treat all players, officials, volunteers, supporters and opponents respectfully.
- Maintain high standards of conduct during games, training, travel and club activities.
- Ensure the dressing room is safe, inclusive and free from bullying, harassment, discrimination and victimisation.
- Manage conflict fairly, promptly and confidentially.
- Model calm, professional behaviour when dealing with officials, opponents and disciplinary matters.
- Support the welfare of players while maintaining appropriate professional boundaries.

7. Governance, Safety and Compliance



- Comply with all Melbourne Ice, AIHL, Ice Hockey Australia and venue policies and regulations relevant to the position.
- Ensure players and hockey staff understand their conduct, registration and competition obligations.
- Work with club administration to confirm that only properly registered and eligible personnel participate in team activities.
- Support the club's child-safety, member-protection, integrity, anti-doping, concussion and safeguarding obligations.
- Follow medical advice and approved return-to-play protocols.
- Report injuries, behavioural concerns, integrity risks and potential regulatory breaches promptly.
- Complete required reports, declarations, education and accreditation requirements within established deadlines.

8. Communication and Reporting

- Maintain regular communication with the Team Governor and relevant club executives.
- Provide concise reports on team performance, player welfare, roster matters and emerging risks.
- Immediately escalate significant disciplinary, medical, cultural or reputational issues.
- Participate in scheduled performance and hockey operations reviews.
- Communicate selection and performance decisions clearly and respectfully to players.
- Maintain confidentiality regarding player, medical, contractual and internal club matters.

9. Commercial, Media and Community Responsibilities

- Represent Melbourne Ice professionally at games, media appearances, sponsor events and community activities.
- Work cooperatively with the club's media and commercial teams.
- Make reasonable efforts to support sponsor, member and supporter engagement.
- Participate in agreed junior development, community and Melbourne Ice Foundation activities.
- Recognise that players, volunteers, members, sponsors and supporters are important stakeholders in the club.
- Obtain approval before making public statements on sensitive club, league, disciplinary or governance matters.

DECISION-MAKING AUTHORITY

The Head Coach has primary authority over:

- Training design and delivery.
- Playing systems and tactical preparation.
- Game-day team deployment.
- Line combinations and special teams.
- Coaching duties and bench management.
- Individual performance feedback.
- Recommendations regarding player recruitment, retention and release.

The following matters require club approval:

- Player and staff contracts.
- Financial commitments and expenditure.
- Final roster budget.
- International recruitment and visa commitments.



- Public statements on governance, disciplinary or commercially sensitive matters.
- Appointment or removal of senior hockey operations personnel.
- Material departures from approved club policy.

PERFORMANCE MEASURES

Performance will be assessed against a balanced set of measures, including:

- Team competitiveness and progress toward agreed season objectives.
- Qualification for and performance in the AIHL Finals.
- Quality and consistency of training and match preparation.
- Development and retention of Australian players.
- Player and staff accountability.
- Team discipline and compliance record.
- Effectiveness of communication with players, staff and club leadership.
- Management of player welfare and team culture.
- Performance within approved roster and operational budgets.
- Contribution to sponsor, member and community engagement.
- Completion of agreed reports, reviews and administrative requirements.

Winning is an important measure of success, but it will not be considered in isolation from culture, conduct, development, compliance and the long-term interests of Melbourne Ice.

ESSENTIAL QUALIFICATIONS AND EXPERIENCE

- Demonstrated experience coaching senior, professional, semi-professional or high-performance ice hockey.
- Appropriate coaching accreditation recognised by Ice Hockey Australia or an equivalent international federation.
- Strong technical knowledge of modern hockey systems, tactics and player development.
- Proven ability to lead players and staff in a demanding competitive environment.
- Experience planning training programs and preparing teams for competition.
- Strong communication, conflict-management and decision-making skills.
- Ability to work collaboratively within a board-led sporting organisation.
- Current Working with Children Check, or willingness and eligibility to obtain one.
- Current first-aid qualification, or willingness to obtain one.
- Legal entitlement to work in Australia or eligibility to obtain an appropriate visa.
- Willingness to satisfy all AIHL, Ice Hockey Australia and Melbourne Ice registration and integrity requirements.

DESIRABLE ATTRIBUTES

- Previous experience in a professional, semi-professional, collegiate, national-league or international hockey program.
- Experience recruiting and managing international players.
- Knowledge of the AIHL and Australian ice hockey environment.
- Experience developing younger and locally trained players.
- Competence with video analysis, performance statistics and coaching technology.
- Understanding of concussion management, athlete welfare and safe-sport practices.
- Experience working with sponsors, media, members and community organisations.



PERSONAL ATTRIBUTES

The successful candidate will demonstrate:

- Strong leadership and personal integrity.
- A team-first approach.
- Emotional maturity and composure under pressure.
- High standards of preparation and organisation.
- Clear and respectful communication.
- Accountability for decisions and results.
- Openness to feedback and continuous improvement.
- Respect for Melbourne Ice's history, members, volunteers and community.

A genuine commitment to growing Australian ice hockey.

HOURS AND AVAILABILITY

The position requires attendance at all scheduled training sessions, home and away games, team meetings, camps and other agreed club activities.

The Head Coach must be available for interstate travel and, where required, recruitment or club-related commitments. Evening and weekend work is an inherent requirement of the position.

REVIEW AND ACCOUNTABILITY

The Head Coach will participate in:

- Pre-season planning and objective setting.
- Regular performance discussions during the season.
- A formal mid-season review.
- A formal end-of-season performance review.
- Roster, recruitment and retention planning for the following season.

Any continuation or renewal of the appointment will be determined by Melbourne Ice after considering overall performance, conduct, organisational alignment and the future requirements of the club.

APPLICATION REQUIREMENTS

Applicants should provide:

- A current coaching résumé.
- Details of relevant qualifications and accreditations.
- A brief statement outlining their coaching philosophy.
- Examples of player-development and team-culture outcomes.
- At least two professional referees.
- Confirmation of work rights or visa requirements.
- Any proposed assistant coaching or hockey operations requirements.