1. **ROLE PURPOSE**
The Football Development Program Manager (AFL) at Xavier College will lead a team of coaches and support staff to foster and develop the skills, knowledge, leadership and love of football in those students who choose to be a part of the program. A critical KPI will centre on strategic delivery, building and transforming vision and strategy to successful reality while ensuring excellence in performance and conduct. This is a three campus role within the College which incorporates Senior Campus (Kew), Burke Hall (Kew) and Kostka Hall (Brighton).

2. **LINE OF AUTHORITY**
The Football Development Program Manager will report directly to the Head of Sport in consultation with Victoria University Sport and the Old Xaverian Football Club (See Diagram 1.1).

The Football Development Program Manager will be required to work closely with the Teacher in Charge, appointed Senior Coaches and the Head of Sport for the continued development of football at the School in both the short and long term.

3. **ROLE ACCOUNTABILITY**
The position will be responsible for the implementation and conduct of the Football Development & Coaching Program at the School, from Years 5–12, having a good understanding of the constraints and demands placed on students in the Associated Public School Association (APS) environment.
4. **KEY RESPONSIBILITIES**

**Program Development**
- Lead role, direct engagement in and oversight of, football coaching and development program from Year 5 to Year 12.
- Lead role in football program design with Teacher in Charge and Junior Sports Coordinators
- Lead role in program staff recruitment and management
- Lead role in playlist recruitment and management
- Lead role for XC and OXFC for liaison with Victoria University - as required
- Lead role in mentoring of staff and playing group
- Key contributor in liaison with Associated Public Schools (APS) AFL program and the VAFA
- Key contributor in the development of the Xavier football operations plan
- Key contributor to pathway development between XC, OXFC, VU and the AFL (clubs and programs)
- Key contributor to football program policy and procedure development
- Key contributor in ensuring conduct and playing of the game is done in an appropriate and sportsmanlike manner.
- Ensure that team selection processes are aligned with the School’s Sports Policy.
- Ensure that the students and staff involved in the program conduct themselves in accordance with the School’s values.

Performance measures – on field performance, delivery of initiatives (incidence, frequency and success), development of internal and external program demand and engagement, and 360° satisfaction in the program

**Report**
- Through the Sport Department – XC
- Matrix to General Manager – OXFC
- Matrix to Victoria University

**Liaison**
- VU - AFL specific exercise science, College of Sport and Exercise Science, VU Sport
- XC and OXFC – as required
- Associated Public Schools of Victoria sport programs
- Victorian Amateur Football Association (VAFA)
- Australian Football League (AFL) – multiple levels
- Victoria Institute of Sport
- Australian Institute of Sport
5. **SELECTION CRITERIA**
   - Level 3 coaching accreditation preferred or preparedness and capability to proceed to this level
   - Demonstrated leadership capability
   - Demonstrated experience in the secondary and/or tertiary education environment
   - Demonstrated coaching experience
   - Demonstrated profile and creditability in AFL football.
   - Demonstrated capability in exercise science or the capacity to understand, learn and implement necessary exercise science components of the program
   - Demonstration of professional acumen – all parameters
   - Excellent skills of communication with students and adults.

6. **TERMS AND CONDITIONS**

   Tenure: Full time three year contract with satisfactory annual performance review with the Principal and Head of Sport.
   Commence: February 2016
   Located: Sports Department, Senior Campus

   The successful applicant’s conditions of employment would be in line with those applying to all members of staff at Xavier College.