



BASKETBALL SOUTH AUSTRALIA

Position Description

Position Title: Performance Pathways Lead (Mens)

Terms: Full-time (2-year contract)

Reports to: Venues, Pathways and Performance Manager

Relationships:

- Senior Leadership Team
- Performance Pathways Lead (Womens)
- Community Development Manager
- SA Country Player & Coach Development Officer, State Coach Selection Working Group, State Player Selection Working Group
- Director High Performance Coach Development & Talent Identification (Basketball Australia)
- JDO's Working Group

Date last revised May 2026



Organisation

Basketball South Australia exists to provide leadership and a State-wide framework for affiliated member associations and clubs to grow and develop the sport of basketball for all participants.

Purpose of the Position

The purpose of the Performance Pathways Lead (Mens) is to provide leadership, knowledge and support to affiliated members of Basketball South Australia. The incumbent works in conjunction with the Performance Pathways Lead (Womens). Together, they co-create individual development programs for our state programs. The Performance Pathways Lead (Mens) role focuses on our male High-Performance participants including coaches, players, support staff and metropolitan clubs. Due consideration is given to technical, tactical, psychological, social and physical aspects of each male athlete and their family.

This role includes leadership in coaching and administration for the male National Performance Program (NPP), male State Performance Program (SPP) and male Emerging Athlete Development Program (EADP). The role has leadership oversight on identified male South Australian athletes and coaches to successfully perform at a national and international level for future Olympians, Paralympians, and World Championship participants.

The role will require travel around South Australia and on occasion interstate and overnight stays. The hours will need to be flexible to meet the requirements of the role.

Duties and Responsibilities

- Plan and coordinate the delivery of the male National Performance Program (NPP), male State Performance Program (SPP) and male Emerging Athlete Development Program (EADP) and all activities associated with them.
- Organise, coordinate, support, administer and deliver all underpinning Development Program events (e.g., Male Under 13, 14 Camps and Under 12 Skill Days) each year.
- Oversee the Ivor Burge State Team Program (Men), including coordination of key administrative tasks such as uniform and apparel requirements, and supporting broader program operations and delivery.
- Lead the technical instruction of the Basketball South Australia Style of play (SOP) and its associated curriculum at camps and training sessions.
- Liaise with other Basketball South Australia staff to ensure that the activities are integrated and coordinated with other Basketball South Australia programs.
- Liaise and link with stakeholders – Basketball South Australia affiliated associations, parents of athletes, Basketball Australia in regard to the management and performance of the State Performance Program.

- Outline and conduct thorough player and coach talent identification programs for male pathways.
- Develop, maintain and regularly update contemporary training materials, training plans, best practice basketball drills that can be shared to teams playing district basketball in Adelaide.
- Maintain and improve data entry to XPS for all male athletes and coaches.
- Establish a coaching network within the state to support the delivery of best practice coaching for male High-Performance pathways.
- Monitor, evaluate and constructively report on the performance of metropolitan male programs.
- Delivery of best practice communication to players, parents, clubs and key stakeholders.
- Demonstrate a willingness to negotiate the delivery times, dates and venues of all High-Performance activities.
- Ensure that all materials, records and news relating to High-Performance, player and coach development is professional, up to date and promoted.
- Ensure all High-Performance operations are efficient, effective, aligned and compliant with Basketball South Australia policies and procedures.
- Other duties as directed.

Key Performance Indicators

- In conjunction with the Performance Pathways Lead (Womens), ensure all coaching, playing and administration tasks are organised and completed in a timely manner. This includes all activities within the National Performance Program (NPP), male State Performance Program (SPP), male Emerging Athlete Development Program (EADP) male U/12, U/13 & U/14 programs, camps and skill days.
- In conjunction with the Performance Pathways Lead (Womens), ensure the budget for all aspects of the High-Performance programs are met.
- Adhere to and meet the timelines outlined in the Basketball South Australia's High-Performance Communication Deliverables document.
- Ensure all coaches and support staff working within the High-Performance pathways for males have compliant Working with Children checks before they commence their roles with children and young people.



- Ensure all High-Performance staff working within the male pathway program are aware of their Child Safe Environment obligations.
- In conjunction with the Performance Pathways Lead (Womens), ensure the number of attendees at High-Performance Program trials and underpinning Development Programs continues to grow sustainably. Actual numbers will be provided during our interview process and negotiated with the successful applicants.

Key Performance Indicators (Communication)

The following KPI's attached the Performance Pathways role are designed to connect, engage and tell the story of Basketball South Australia High-Performance Program. As well as being accountable to our members and organisation, the KPI's support continuous improvement across the High-Performance Program.

The intent of these KPI's is to have ongoing connections and engagement with:

- Basketball South Australia community
- Parents and players engaged in our High-Performance Program
- Coaches and support staff engaged in our High-Performance Program
- Basketball South Australia departments
- Basketball South Australia's staff
- Basketball South Australia Commission
- Basketball Australia

Communication

- Write and implement a communication plan (Yearly) that focuses on High-Performance information sharing, program delivery, selection, and non-selection.
- Provide the Brand and Communications team of Basketball South Australia with team and coach selections for all state teams and programs of the final selection in a timely manner. This includes an accurate list of players, coaches, team managers and support staff names and supporting imagery where required.
- Write and deliver a summary paper on all male specific High-Performance tournaments including Southern Cross, East Coast Challenge, U/16, U/18's, U/20's and Ivor Burge. The summary paper will include an on-court and off-court summary. E.g., Performance of players, coaches, support staff, national pathways nominations and recommendations for the future.
- Create, develop and produce a highly effective coach development program for metropolitan Adelaide Coaches.
- To be presented to the Basketball South Australia Commission, provide a High-Performance summary paper to the Chief Executive Officer seven days before each Commission meeting.



Selection Criteria

- Demonstrated technical and tactical basketball and coaching knowledge with the ability to identify high potential talent.
- Highly organised with the ability to be self-motivated, responsive and flexible in an environment with time pressures and multiple priorities.
- Ability to communicate appropriately with children, adolescents, young people and adults .
- Demonstrated high level of written and oral communication skills, including the ability to be client focused at all times.
- Demonstrated ability to exhibit leadership skills especially in establishing and managing relationships and the ability to delegate.
- Ability to deliver verbal reports to weekly organisational meetings.
- Good time management skills with the ability to meet deadlines.
- Interpersonal and relationship-building skills who can keep their staff and volunteers, motivated by being approachable, compassionate, diplomatic and have good listening skills.
- Stakeholder-focused, with the ability to understand issues from the perspective of coaches, athletes and parents, remaining solution-oriented and composed in managing expectations and resolving issues effectively.
- Forward-planning and strategy skills – with the ability to look at the big picture to put strategies in place to achieve the team’s vision and missions.
- A current Working with Children Clearance.
- A current Driver’s License and have your own road worthy motor vehicle.
- Customer and solution focused.
- Proven skills and knowledge in Microsoft Office Suite.
- Financial skills to set budgets and measure the financial performance of the programs.



Other Information

Basketball South Australia is required to meet the demands of a sport which operates seven days per week, with the timing of certain activities being critical to its success. Basketball South Australia staff will, as the circumstances of the case determine, contribute their time and efforts outside normally recognised office hours where their personal attention, knowledge or expertise may benefit Basketball South Australia, its objectives and achievements.

As a member of staff, you will, on occasions, be required to travel to attend functions as a representative of Basketball South Australia. Your conduct and appearance should reflect the role of ambassador and your activities set an example to other employees.

Basketball South Australia has a Secondary Employment Policy that applies to all Basketball South Australia employees.

