

POSITION DESCRIPTION



Head Men's Coach

Footscray Hockey Club

Competition: Hockey Victoria Premier League

Reports to: Men's Director / High-Performance Manager

Works closely with: High-Performance Manager, Reserves Coach, Pennant A Coach, Junior Pathway Coaches, Club Committee

Position type: Contract — 3-year term

Commencement: November/December 2026

About Footscray Hockey Club

Footscray Hockey Club's Men's program competes in the Hockey Victoria Premier League, the state's top-tier men's hockey competition. The club is proud to have cultivated an exceptional pool of junior talent, with a significant number of players engaged across elite pathway programs — from National U21 and U18 representative honors through to State-level representation across the U21, U18, U16 and U14 age groups. The club is committed to converting this talent pipeline into sustained on-field success at the senior level, while building a culture that current and future players are proud to be part of.

Position Summary

The Head Men's Coach is responsible for the overall leadership, performance and culture of the Men's Premier League program at Footscray Hockey Club. This is a senior leadership role that extends beyond the Premier League team itself — the successful candidate will play a central role in aligning and integrating the Premier League, Premier League Reserves and Pennant A squads into a single, connected senior pathway that develops and retains talent.

The Head Coach will be expected to deliver strong, sustainable performance outcomes in the Premier League competition while building the systems, relationships and culture required to develop the club's outstanding junior and emerging talent into long-term Premier League team contributors. The role also carries shared responsibility, alongside the High-Performance Manager, for player identification and recruitment.

Key Responsibilities & Competencies

1. Culture — Establish an Inclusive, High-Performance Environment

- Build and lead a team culture that is simultaneously inclusive and relentlessly high-performing, ensuring every player feels they belong and is valued regardless of tenure, age or current team status.
- Set clear standards of behavior, effort and accountability that reflect the club's values on and off the field.
- Foster an environment of trust, respect and psychological safety that enables players to take risks, learn and perform under pressure.
- Act as a visible role model and culture-carrier for the broader Men's program, including junior and pathway players who look to the Premier League squad as the standard to aspire to.

2. Performance — Deliver Results in the Premier League Competition

- Take full responsibility for on-field performance outcomes of the Premier League Men's team across the Hockey Victoria season.
- Design and implement game strategy, tactical systems, training programs and match-day preparation that are competitive with the best programs in the state.
- Monitor and evaluate team and individual performance using appropriate analysis, benchmarking and feedback processes.
- Manage in-season adjustments to selection, tactics and preparation to maximize results while balancing long-term squad development.

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3. Talent Development — Build Pathways and Progression Plans

- Establish a development environment that identifies, nurtures and accelerates talent from within the club's junior and pathway programs.
- Work closely with pathway and age-group coaches to understand the trajectory of players in Men's National U21/U18 and State U21/U18/U16/U14 programs, ensuring continuity of development philosophy from junior to senior levels.
- Identify individual development opportunities for players at all levels of the senior program and create clear, individualised player progression plans.
- Partner with the High-Performance Manager and relevant support staff (strength & conditioning, medical, etc.) to ensure development plans are holistic and evidence based.

4. Communication — Ensure Transparency and Visibility for All Players

- Deliver a clear, consistent communication strategy that keeps all players — regardless of which senior team they are currently in — informed, engaged and clear on where they stand.
- Conduct regular, meaningful individual and squad engagements (e.g. one-on-ones, feedback sessions, selection conversations) to ensure players understand performance expectations and development priorities.
- Ensure selection, development and pathway decisions are communicated transparently, with clear rationale provided to players and, where appropriate, their pathway coaches.
- Provide regular updates to club leadership, the High-Performance Manager and relevant committees on team performance, player development and program needs.

5. Integration Across the Senior Men's Program

- Take a leading role in aligning the Premier League, Premier League Reserves and Pennant A programs into a cohesive senior structure, rather than three separate teams.
- Work collaboratively with the Reserves and Pennant A coaches to ensure consistent playing style, standards and development language across all three teams.
- Support squad flexibility and player movement across the three senior teams in a way that balances competitive results with individual development needs.
- Ensure emerging talent progressing out of the junior pathway is well supported and integrated into senior team environments.

6. Player Identification & Recruitment

- Work in partnership with the High-Performance Manager to identify, assess and recruit players who can strengthen the Premier League program, both from within the club's own pathway and externally.
- Contribute coaching expertise and game insight to inform recruitment priorities and player assessment processes.
- Support the retention of existing talent by ensuring players see a credible, well-communicated pathway and future at the club.

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Selection Criteria

Essential

- Proven coaching experience at a high level of hockey (at a minimum premier league with national, state or equivalent representative/elite pathway coaching desirable).
- Demonstrated ability to build and lead a high-performance team culture.
- Strong tactical and technical hockey knowledge, with the ability to translate this into effective training design and match strategy.
- Demonstrated experience developing individual players and managing player pathways.
- Excellent communication and interpersonal skills, with the ability to engage players, coaches, and club stakeholders consistently and transparently.
- Ability to collaborate effectively with other coaches and support staff across an integrated program.
- Relevant coaching accreditation (e.g. Hockey Australia / FIH coaching qualifications) or willingness to obtain.

Desirable

- Experience coaching within, or closely alongside, elite junior pathway programs (National/State age-group programs).
- Experience in player identification, talent scouting or recruitment.
- Experience managing or aligning multiple teams within a single club structure.
- Existing knowledge of the Hockey Victoria Premier League competition and playing landscape.

What Footscray Hockey Club Offers

- The opportunity to lead a program with an exceptional depth of junior and representative talent.
- A supportive club environment with dedicated High-Performance resourcing.
- The ability to shape a genuine, connected talent pathway from junior ranks through to Premier League level.
- High quality playing and preparation facilities.
- A well-funded and resourced Premier League Men's section.

How to Apply

If you feel you have the required skillset to lead Footscray Hockey Club Men's Section into the future, please feel free to email us...

highperformance@footscrayhockey.com.au

Please attach a cover letter and Coaching / Professional CV.

Lachie Anderson

Coaching and High-Performance Director
Footscray Hockey Club