



ACA INTERNSHIP PROGRAM

The Australian Cricketers' Association (ACA) is advertising 13 ten-week internship positions for ACA members looking to develop their career. Please note that the ACA will only be progressing with five positions, which will be based on the quality of the role and the quality of applications. This means that this role is not guaranteed to come to fruition. Maximum one opportunity per state will be successful.

The internships are paid sport administration internships available to ACA members strictly. This program has been made possible through funds donated by the current players, and through partnerships with state cricket organisations nationally.

A full position description for this year's potential opportunity is listed below.

For more information, you can call Denita Preston at Infront Sports Consulting on 1300 338 546, or to apply, please go to: <https://auscricket.com.au/2022-internship-opportunities>

Applications close at 11:59pm on Wednesday 30th March 2022.



South Australian Cricket Association Job Description

Position:	Player Development Manager – Pathways
Department:	High Performance
Manager:	Player Development Manager – Male Program
Direct Reports:	Nil
Role Purpose:	To implement individualised best-practice programs and policies in the areas of Personal Development, Health and Wellbeing, Career and Education for pathway players at the underage representative level.
Document Review Date:	February 2022

Strategic Plan Links to this position

Transform High Performance

Enabler: People

Key Responsibilities

Relationship Management

- Build trusted and valued relationships with players, coaches, High Performance staff, and each player's primary personal network (eg. family, partners) as key stakeholders.
- Through strong player relationships facilitate individualised Development Plans that capture the players' health & wellbeing, career and educational needs and deliver using a case management approach.
- Act as a conduit between the players and the appropriate professional development and wellbeing programs and services.
- Support Player Development Manager (Male) with development, and case management of Emerging Redbacks.

Health and Wellbeing

- Provide appropriate first incident response to players who present with professional and personal issues (with State PDM supervision).
- Provide guidance and support on wellbeing related issues in a professional and confidential manner when dealing with players (with State PDM supervision).
- Refer players to support services (where needed) in a timely and appropriate manner.
- Provide guidance and awareness to High Performance and coaching staff on welfare, education and personal wellbeing matters, at all times seeking appropriate consent from the player.
- Have an up-to-date knowledge of programs available in the marketplace to address personal development needs.

Career

- Ensure players are held accountable for all elements of their individualised Development plan by being highly accessible and offering an individualised case management approach to their career needs.
- Identify players' skill gaps and ensure each player has a career plan which is regularly monitored and updated in the Athlete Management System.

Education and Training

- In accordance with the players' Individualised Development Plan, provide informed advice on; School/university courses, TAFE courses, Vocational training programs, Course selection (career pre-requisites), Study strategies, Negotiation of study flexibility.
- Implement best practice standards in the delivery of all wellbeing and education programs and ensure they are aligned with State Association vision for player development.
- Working with coaches and support staff within pathways time to identify and facilitate activities and education relevant to the playing group around leadership and gratitude.

Reporting and Promotion

- Maintain timely and accurate reporting in the online Athlete Development System (ADS).
- Provide monthly status reports to State Player Development Managers on players' professional development and wellbeing.
- Provide reporting to State Association as directed.
- Contribute to the SACA vision of 'We will inspire and unite the South Australian community through cricket'

Ethics and Professional Development

- Operating with the SACA code of ethics.
- Engage in ongoing professional development.

General

- Develop and manage key stakeholder relationship and partnerships.
- Ensure adherence to appropriated standards of safety, welfare and health.
- Undertake other associated duties consistent with the standing and responsibilities of the position.

Key Stakeholders

- ACA
- Cricket Australia
- Players families and partners
- Elite Athlete Friendly Universities and school contacts
- High performance staff

Child Protection

It is your duty to comply with Australian Cricket's Looking After Our Kids for Australian Cricket Personnel and Australian Cricket's Commitment Statement to Safeguarding Children and Young People, designed to ensure the safeguarding of children and young people involved in the sport of cricket. As part of your duty, you must recognise that children and young people require special care and attention in order to feel safe and you will be committed to protecting and prioritising the safety of children and young people involved in SACA's programs and services.

Governance

It is your duty to comply with SACA policies and procedures which set out governance standards and manage risks for our organisation. You are responsible for being aware of and complying with the policies and procedures.

Duties under Workplace Health and Safety Requirements

It's your duty to comply with SACA policies and procedures which are designed to protect your health and safety at work. As part of this duty, you must comply with all reasonable instructions from managers in relation to health and safety issues at work. This means participating in workplace health and safety training and consultation, cooperating with the SACA as required ensuring compliance with the law and reporting any incidents, hazards and near misses.

How We Play – Key Behaviour Indicators



Key Position Requirements

Essential

- Ability to build relationships with a diverse group of stakeholders
- Outstanding oral communication and counselling skills
- Trustworthy and reliable with a proven commitment to ethical behaviour, particularly in relation to maintaining confidentiality
- Strong set of personal values which align with cricket's 'How We Play' key behaviour indicators
- Accountable, disciplined and motivated with a strong work ethic
- Strong results orientation with the proven ability to plan and deliver results
- In-depth understanding of the sport and non-sport requirements of elite athletes
- Under the South Australian Cricket Association's COVID-19 Vaccination Policy all employees must be fully vaccinated with an Approved COVID-19 Vaccine or hold a valid medical exemption
- Hold a valid Working with Children Check or have the ability to obtain one

Desirable

- A genuine desire to assist elite athletes fulfil their Individual Development Plans
- Bachelor level qualification in psychology, Counselling, Career Development, Education or relevant Player Development short courses
- Certificate IV in Workplace Training and Assessment

Acknowledgement

The list of key responsibilities and key results areas herein are not intended to be all inclusive and may include additional responsibilities as required and assigned.

Document Date – February 2022
