

Position Description Player Development Manager

Purpose of the Role:	The purpose of the Player Development Manager role is to promote player personal and professional development and wellbeing through empowering them to take ownership of their own development both on and off the sporting arena
Key Relationships:	Players, coaches, clubs, managers

Key Result Areas	Key Tasks
Career Transition	<ul style="list-style-type: none"> ● Assist players to transition successfully into the sport at young ages ● Help players to manage various transitions during their time in the sport ● Assist players to transition out of the sport and into their next career
Wellbeing	<ul style="list-style-type: none"> ● Develop well rounded people ● Build player confidence and self-esteem ● Help players create their own identity outside of the sport
Player Education	<ul style="list-style-type: none"> ● To assist players to develop a passion for learning and education ● To provide practical advice and assistance for them to gain educational qualifications where appropriate ● Facilitate various workshops to help develop players (e.g financial literacy)
Create Ambassadors	<ul style="list-style-type: none"> ● Develop players who can be positive future ambassadors for the concept of player development
Culture and Environment	<ul style="list-style-type: none"> ● Help to shape the culture and sporting environment that players are working in, particularly ensuring there is an inclusive environment
Brand Awareness	<ul style="list-style-type: none"> ● Drive the brand of the organisation through better decision making off the field
Player Personal Brand	<ul style="list-style-type: none"> ● Help build player's personal brand

Behavioural and Technical Competencies

Competencies	Description
Builds Rapport	<ul style="list-style-type: none"> • Ability to listen well • Ability to build rapport with a wide range of people • Demonstrates empathy • Respect confidentiality needs of others • Able to match personal presentation to the needs of the sport and players
Authenticity	<ul style="list-style-type: none"> • Self awareness • Self belief • Self confidence • Walks the talk • Role model's appropriate behaviours • Shows genuine passion
Flexible and adaptable	<ul style="list-style-type: none"> • Open minded • Realistic approach • Shows common sense • Shows resilience
Learning Orientation	<ul style="list-style-type: none"> • Lifelong learning orientation • Ability to instil learning orientation in others • Uses reflective practice to learn and grow
Influencing	<ul style="list-style-type: none"> • Ability to advocate for others • Is able to persuade and convince others of the merits of ideas
Organised	<ul style="list-style-type: none"> • Is able to juggle both immediate and longer-term needs and priorities • Planful approach • Shows strong time management capability
Takes action	<ul style="list-style-type: none"> • Ability to follow up with players in a disciplined fashion
Industry Knowledge	<ul style="list-style-type: none"> • Has a sound knowledge and working understanding of the industry

Qualifications

- No mandatory qualification
- Desirable: Cert 4 in Career Development
- Desirable: Some kind of training in mental health, counselling, teaching

Experience

- Teaching, counselling, sport management, or HR background
- Past players, elite athletes, elite coaching experience
- Portfolio of experiences
- Leadership, people management
- Learning and development background
- Life experience, varied
- Experience as a PDM
- Ongoing experience and education is important