



PLAYER DEVELOPMENT MANAGER JOB DESCRIPTION

I. Purpose

The purpose of the role of Player Development Manager is to promote the personal and professional development and wellbeing of players through empowering them to take ownership of their own development both on and off the sporting field.

II. Key relationships

- Players
- Coaches
- Support staff
- Clubs
- Managers
- Agents/Advisors
- Institutional partners (VET providers, finance)
- Family
- Player association colleagues

III. Tasks

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, self-awareness and self-esteem • Help players create their own identity outside of the sport
Player Education	<ul style="list-style-type: none"> • Support players to recognise their strengths, values and motivators so they can develop a passion for learning and education based on personal preferences • To provide practical advice and assistance for them to gain educational qualifications where appropriate • Facilitate various workshops to help players develop life skills (e.g. financial literacy, cooking)
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 • Demonstrate commitment to broader objectives of players' associations • Understand the regulatory environment (CBA/funding)
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

IV. Competences

Competencies	Description
Builds Rapport	<ul style="list-style-type: none"> • Ability to listen well • Ability to build rapport with a wide range of people and to network effectively • Demonstrates empathy • Respects the confidentiality needs of others • Able to tailor personal presentation to the needs of the sport and the players • Understands the player's support structures and culture including family and his or her wider environment
Authenticity	<ul style="list-style-type: none"> • Self awareness • Self belief • Self confidence • Walks the talk • Role model's appropriate behaviours

	<ul style="list-style-type: none"> • Shows genuine passion
Flexible and adaptable	<ul style="list-style-type: none"> • Open minded, non-judgemental • 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 • Ability to persuade and convince others of the merits of ideas • Storytelling skills
Organised	<ul style="list-style-type: none"> • Ability to juggle both immediate and longer-term needs and priorities • Planned approach (ability to devise an action plan) • Strong time management capability • Strong analytical skills (players' needs assessment) • Ability to meet targets and deadlines • Reporting skills
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"> • Possesses a sound knowledge and working understanding of the industry

V. Qualifications/Experience

- No mandatory qualification
- Desirable: Cert 4 in Career Development
- Desirable: Some kind of training in mental health, counselling, teaching
- 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
- Mental Health 101/First aid.

