

2026 HNSW INDOOR STATE TEAMS - Officials Expression of Interest

Expressions of Interest

2026 Indoor State Team Officials

Hockey NSW is now seeking Expressions of Interest for Selectors, Coaches & Team Managers for the **Jan 2026** NSW State Indoor Hockey Campaigns.

- Open National Championships: 11th - 15th January, Canberra
- U21 National Championships: 16th - 19th January, Canberra
- U18 National Championships: 20th - 24th January, Canberra
- U16 National Championships: 13th -17th January, Goulburn
- U14 National Championships: 18th - 22nd January, Goulburn

A focus of Hockey NSW is to establish a positive team culture with an emphasis on well-being. Hockey NSW values and supports our coaches, managers, selectors and support staff who take up the exciting challenge of leading our NSW teams.

Hockey NSW Success Profiles and selection principles for appointment of personnel will be used to inform recommendations for appointment of Coaches, Managers and Selectors for respective roles:

[Appointment, development, management, progression of our people](#)

All applicants will be required to have a current Working With Children Check and undergo a screening process as part of Hockey's commitment to the safety and wellbeing of children and young people.



HOLISTIC ORGANISERS

SUCCESS PROFILE FOR TEAM MANAGER



MANAGER COMPETENCY

- Organised planner
- Problem solver
- Relationship builder
- Behavioural negotiator
- Influencer - truth to power
- Communicator - gender, cultural & diversity aware

MANAGER KNOWLEDGE

- WWCC / Safeguarding / Integrity and Code of Conduct
- Technically savvy - communication & technical platforms
- Understand motivation

MANAGER EXPERIENCE

- People management & planning
- Tournament style competition
- Building trust, inclusion and wellbeing into culture
- Conflict resolution with young adults
- Upholding HNSW standards and Code of Conduct

MANAGER PERSONAL QUALITIES

- PRIDE values x 5
- Self-regulator and reflector
- Emotionally aware, patient, and calm under pressure
- Understand and work without bias or discrimination (real or perceived)

ALIGNED TO HOCKEY AUSTRALIA 'BIG 5'

HOLISTIC ASSESSORS

SUCCESS PROFILE FOR TEAM SELECTOR



SELECTOR COMPETENCY

- Information analysers
- Explorers of change
- High integrity assessors
- Checkers and challenges
- Decision makers
- Clear communicators - honest; gender, culture & diversity aware; athlete feedback loops

SELECTOR KNOWLEDGE

- HA's & HNSW's athlete success profiles BIG 5: Technical, Tactical, Personal Excellence, Mental Preparation, Physical Capacity
- HNSW Selection Policy
- HNSW Safeguarding / Integrity / Code of Conduct

SELECTOR EXPERIENCE

- Fair selection to support competition vision & strategy
- Holistic assessment aligned with the BIG 5 success profile
- Building well being into selection culture
- Upholding HNSW standards & codes
- Refining future processes based on lessons learned

SELECTOR PERSONAL QUALITIES

- PRIDE values x 5
- Self-regulator and reflector
- Emotionally aware, patient, and calm under pressure
- Understand and work without bias or discrimination (real or perceived)

Applications close: Friday 22nd August

General

1. (Required) Full Name

2. (Required) Contact Number

3. (Required) Email Address

4. (Required) Date of Birth

5. (Required) Working With Children Check Number.

6. (Required) WWCC Expiry Date

7. (Required) What positions are you applying for? (Tick all that apply)

You can select multiple.

- Head Coach
- Assistant Coach
- Manager
- Independent Selector

8. Relevant Hockey Australia Accreditation Level

9. (Required) What age groups are you applying for? (Tick all that apply)

You can select multiple.

- Open
- U21
- U18
- U16
- U14

10. (Required) What gender are you applying for? (Please tick ONE option)

- Men/Boys
- Women/Girls
- Both

11. (Required) Please upload your most up to date CV

12. (Required) Have you recently worked with HNSW State Team? (Please tick ONE option)

Field or Indoor?

- Yes
- No

Safe Hockey

Hockey NSW is committed to protecting children and young people from harm. We require all employees and volunteers to undergo an extensive screening process prior to appointment. Employees and volunteers must at all times comply with the HA Safe Hockey Framework, and with all relevant State/Territory child protection legislation and requirements, including obtaining and maintaining all required clearance certificates and declarations.

13. (Required) Have you had experience working with children and young people in hockey? (Please tick ONE option)

Yes

No

14. (Required) Have you had experience working with children and young people outside hockey? (Please tick ONE option)

Yes

No

15. (Required) Are you confident in responding to safety issues? (Please tick ONE option)

Yes

No

16. (Required) Are you confident to speak up and raise a concern if required? (Please tick ONE option)

Yes

No

17. (Required) Please provide two referee's appropriate to this role, and their contact numbers.

HA Educational Requirements

18. (Required) Have you completed the Safe Hockey - Expected Behaviours course? (Please tick ONE option)
(required to complete - can complete following application)

Yes

No

19. If Yes, please upload certificate or screenshot.

20. (Required) Have you completed any of the required Sports Integrity Australia Courses in the last two years
(Please tick ONE option)

as per the HA Integrity website

Yes

No

21. If Yes, please upload certificate or screenshot

(required to complete - can complete following application)

Conflict of Interest

22. (Required) Please list any Conflict of Interest as per the Personnel Appointment Guide

List any age groups you may have family members participating in. *Please note for U18, U16 and U14 teams if you have a child in one of these age groups you will not be able to apply for that age group.

Thank you