

Role Description

Assistant Coach, Mogul Skiing



Cluster	Creative Industries, Tourism, Hospitality and Sport
Department/Agency	NSW Institute of Sport
Division	High Performance
Classification/Grade	NSWIS Grade 2, Level 1
Senior executive work level standards	Not applicable
Location	National Snowsports Training Centre, Jindabyne NSW
OSCA Code	462499
PCAT Code	3119292
Date of Approval	29 September 2026
Agency Website	NSW Institute of Sport (NSWIS)

Agency overview

The NSW Institute of Sport [NSWIS] is a high performance sporting organisation that supports exceptional athletes and inspires NSW communities. We reach all regions of NSW with an Olympic and Paralympic training facility based at Sydney Olympic Park and high performance hubs across NSW that provide world leading daily performance environments. Our experts work in collaboration with national sporting system partners to deliver high performance support services and environments to prepare athletes and coaches for international competition.

NSWIS plays an integral part in Australia's High Performance 2032+ Sport Strategy – Win Well. We are committed to building an inclusive and sustainable sporting system that is athlete focused, exceptionally led and purposefully collaborative.

We ensure athlete safeguarding is prioritised and that the integrity of sport is embedded in our organisation.

Primary purpose of the role

The NSWIS Assistant Coach, Mogul Skiing, provides high-performance coaching to NSWIS scholarship athletes. The role prepares athletes to progress to the Olympic Winter Institute of Australia (OWIA) World Cup mogul skiing program, while developing their competition readiness for international events, particularly the FIS Continental Cup (NorAm Cup) tour.

This role is accountable for assisting the NSWIS Head Coach, Mogul Skiing with planning, coordinating and delivering all the functions of the NSWIS mogul skiing program while constantly striving to challenge the status quo in aspiring for world's best performances and training

environments. The NSWIS Assistant Coach, Moguls Skiing will promote NSWIS values and behaviours, seek solutions and resolve issues to deliver quality outcomes.

Key accountabilities

- Work under the leadership of the NSWIS Head Coach, Mogul Skiing to contribute to the development and implementation of the NSWIS mogul skiing high performance training and competition plan in alignment with the OWIA mogul skiing program.
- Apply What It Takes To Win (WITTW) framework to identify the key gaps to performance and the actions required for NSWIS mogul skiing athletes.
- Assist the NSWIS Head Coach, Mogul Skiing to deliver key components of the HP plan including development of Individual Athlete Performance Plans (IAPP), monitor and review of athlete performance, preparation of athlete reports and establish key performance targets as agreed and identified with the OWIA / NSWIS for NSWIS Moguls athletes.
- Drive talent identification and new athlete recruitment strategies for the mogul skiing pathway, including collaborating with relevant external organisations and the development of supporting resources and programs.
- Assist with on snow athlete technical coaching during training and competition, providing technical feedback and measurable athlete skills improvement and progression.
- Work with NSWIS performance support team to provide holistic athlete preparation to optimise competition readiness.
- Assist the NSWIS Head Coach, Mogul Skiing and the mogul skiing performance support staff with the delivery of best practice performance support services to athletes in the critical areas of physical preparation, performance health and athlete wellbeing and engagement.
- Demonstrate an ongoing commitment to the delivery of an integrated holistic development program including wellbeing, education, dual career and personal development based on the individual needs of the athletes.

Key challenges

- Working in a fast paced, complex multi-discipline high performance sport environment with restricted resources.
- Working collaboratively with stakeholders who have varying goals and adapting to ways of working that includes 'cross discipline' delivery of performance support requiring close liaison with discipline expertise.
- Significant travel both interstate and international.
- Working collaboratively with multiple stakeholders and varying agendas.

Key relationships

Internal

Who	Why
NSWIS Head Coach, Mogul Skiing	- To create a high performance Daily Performance Environment. (DPE) - To collectively build a holistic program that develops athletes.
NSWIS Manager, Winter Sports	To consult and collaborate on program strategic direction and decision making aligned to national context.
NSWIS Administrator, Winter Sports	To facilitate effective sport operations.
NSWIS Performance Support Team	To collectively support athletes with performance support services that maximise athlete health and performance.

External

Who	Why
OWIA Mogul Skiing Program Coaching staff	- To create a high performance DPE to collectively build a holistic program that develops athletes for world's best performances. - To work together in the daily training environment to focus on athlete preparation.
OWIA Mogul Skiing Performance Team	- To work with OWIA and NSWIS performance support services to optimise the holistic preparation of athletes. - To collectively build a holistic program that develops athletes for world's best performances.

Role dimensions

Reporting line

Head Coach, Mogul Skiing

Direct reports

Nil

Budget/Expenditure

As per NSWIS mogul skiing program annual operating budget.

Key knowledge and experience

- Successful campaign delivery at a national / international level
- Experience with devising and executing a long-term periodised plan to guide the development of talent / emerging international athletes
- Experience working in an international / domestic high performance sport environment, developing talented performers into potential podium / podium performers
- Demonstrated knowledge of international high performance best practice, including awareness of developing trends in coaching technique, skill development, program growth and long-term holistic development
- Experience in building and driving partnerships to better achieve shared high performance development outcomes

- Understanding the key levers for high performance delivery to achieve national/international success

Essential requirements

- Relevant tertiary qualifications (e.g. Coaching, Sport Science, or similar)
- Current Working with Children check
- Current First Aid and Resuscitation Certificate
- Valid driver's licence

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	• Represent your organisation in an honest, ethical and professional way and encourage others to do so • Act professionally and support a culture of integrity • Identify and explain ethical issues and set an example for others to follow • Promote a workplace culture that values high ethical standards and behaviour • Act to prevent and report misconduct and inappropriate behaviour • Put strategies in place to manage and monitor conflicts of interest • Ensure that others are aware of and understand the legislation and policy framework within which they operate'	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
 Relationships	Communicate Effectively Communicate clearly, pay attention to others and respond with understanding and respect	• Tailor communication to suit the needs, backgrounds and perspectives of diverse audiences and address barriers to participation • Clearly explain complex ideas and arguments to individuals and groups • Create opportunities for others to contribute • Share information with other teams and business units to enable informed decision-making • Write clearly and concisely in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences • Pay attention and encourage others to express their views	Adept
 Relationships	Work Collaboratively Collaborate with others and value their contribution	• Encourage a workplace culture that values collaboration • Communicate with other teams to improve information sharing • Share lessons learned with other teams and business units • Identify opportunities to collaborate with stakeholders, including people with lived experience, to develop better processes and solutions • Actively use digital information platforms, collaboration tools and other digital technologies to share information and work with diverse audiences to solve problems and improve services • Consider diverse cultural perspectives to provide insights into collaborative work	Adept
 Results	Deliver Results Achieve results by using resources efficiently and committing to quality outcomes	• Seek and apply specialist advice when needed • Complete work tasks within set budgets, timeframes and standards • Take the initiative to progress and deliver your own work and that of the team or business unit • Contribute to assigning responsibilities and resources to ensure the team or business unit achieves goals • Identify any barriers to achieving results and resolve these where possible	Intermediate

Capability group/sets	Capability name	Behavioural indicators	Level
		Proactively change or adjust plans when needed	

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
 Personal attributes	Display resilience and courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	[Level]
	Act with integrity	Be ethical and professional, and uphold and promote the public sector values	[Level]
	Manage self	Be persistent, self-reflect and commit to learning	[Level]
	Value diversity and inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	[Level]
 Relationships	Communicate effectively	Communicate clearly, pay attention to others and respond with understanding and respect	[Level]
	Commit to customer service	Provide customer-focused services in line with public sector and organisational objectives	[Level]
	Work collaboratively	Collaborate with others and value their contribution	[Level]
	Influence and negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	[Level]
 Results	Deliver results	Achieve results by using resources efficiently and committing to quality outcomes	[Level]
	Plan and prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	[Level]
	Think and solve problems	Think, analyse and consider the broader	[Level]

Capability group/sets	Capability name	Description	Level
 Business enablers		context to develop practical solutions	
	Demonstrate accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	[Level]
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	[Level]
	Technology	Understand and use available technology to maximise efficiencies and effectiveness	[Level]
	Procurement and contract management	Understand and use procurement processes to ensure effective purchasing and contract performance	[Level]
 People management	Project Management	Understand and use effective ways to plan, coordinate and control projects	[Level]
	Manage and develop people	Engage with and motivate staff, and develop their capability and potential	[Level]
	Inspire direction and purpose	Communicate goals, priorities and vision, and recognise achievements	[Level]
	Optimise business outcomes	Manage people and resources effectively to achieve public value	[Level]
	Manage reform and change	Support and champion change, and help others to engage with change	[Level]