

HEAD COACH, SWIMMING UNIVERSITY OF SYDNEY

Unit	High Performance	Area:	High Performance
Department/Agency	The NSW Institute of Sport	ANZSCO code	452317
Classification/band	Grade 3, Level 3	PCAT code	3119192
Reports to	Manager, High Performance	Date of Approval	29 October 2024

ORGANISATIONAL OVERVIEW

The NSW Institute of Sport [NSWIS] is a high-performance sporting organisation that supports Australian athletes to become world's best. 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 class daily training environments for our athletes and coaches. Our experts work in collaboration with partners within the national sporting system to create and deliver high performance support services and environments to prepare athletes and coaches for international competition.

Sydney University Sport and Fitness's (SUSF) mission is to improve the lives of the University community by providing a world-leading University sports organisation for participation to high-level members. The University of Sydney has a long and prestigious history of sport, witnessing many changes in the athletic world and producing more Australian representatives and winning more major competitions than any other club. The University of Sydney manages and administers more than 40 sport and recreation clubs, organises sporting and recreation events and offers a comprehensive range of sporting facilities to students and the wider Sydney community.

ROLE PURPOSE

The Head Coach of the Swimming Performance Centre located at the University of Sydney will be responsible for leading and developing a successful swimming high performance program. The Head Coach is responsible for the provision of high performance coaching services to targeted Sydney Uni Swimming Performance Centre, Sydney Uni Sport Elite Athlete Scholarship holders, NSWIS scholarship and talented athletes with the goal of optimising the performances of these athletes nationally and internationally at benchmark events and preparing them for selection into Australian teams in a manner that compliments any study they are undertaking.

KEY PERFORMANCE AREAS

- In consultation with the National Head Coach (NHC) and National Youth Coach (NYC), plan and implement an integrated training program for a group of individual athletes on a 4-year, annual, weekly and daily basis.
 - Specifically, you will: -
 - Provide technical, coaching, competition, specialist swimming intelligence and overall direction to the program;
 - Prepare, deliver and monitor individual coaching sessions;
 - Support athletes at domestic and international camps and competitions as required;
 - Ensure an international performance focus incorporating leading edge initiatives.
 - Direct and ensure the effective use of performance support in the Daily Training Environment (DTE);
 - Manage and oversee the Performance Centre swim squad's planning and budgeting.
- Lead and ensure the impactful delivery of best practice performance support services to athletes in the critical

areas of sport science & sport medicine (SSSM), strength and conditioning, athlete wellbeing and engagement and data science.

- Promote a culture of performance excellence through University of Sydney and NSWIS people, resources and facilities.
- Contribute to the Performance Culture of NSWIS, University of Sydney, Swimming Australia Limited (SAL) by way of Individual Athlete Performance Planning and Program Reporting for categorized swimmers.
- Demonstrate an ongoing commitment to the delivery of an integrated holistic development program including education, dual career and personal development based on the individual needs of the athletes so they can 'Win Well'.
- Support the development of the local Area by providing opportunities for identified swimmers and coaches to attend scheduled training sessions and camps for development and mentoring opportunities.
- Attend Performance Centre Steering Committee meetings to provide program updates, contribute to the ongoing development of the program and report against established KPIs.
- Attend NSWIS on a regular basis (at least monthly, inclusive of NSWIS all-staff Updates), to ensure good working relationships and to integrate into the NSWIS coach network and develop an Individual Coach Development Plan.
- From time-to-time, support, within reasonable boundaries, Swimming NSW (SNSW) and Swimming Australia Limited (SAL) activities, but not limited to:
 - SNSW Performance Pathway camps and coach development activities.
 - National Camps (TID and Youth Camps and selected event and relays camps);
 - Research and Innovation, including athlete tracking and applied coach education and development;
 - Athletes visiting the program under state and national direction.
- Develop positive relationships with all program partners, NSWIS staff, University of Sydney Swimming Club coaches, University of Sydney General Manager Aquatics and the local swimming community.

KEY CHALLENGES

- Working within a restricted resource environment.
- Working collaboratively with multiple stakeholders and varying agendas.
- Adapting to ways of working that includes cross discipline delivery of performance support requiring close liaison with discipline expertise.

KEY RELATIONSHIPS

Who	Why
NSWIS and Sydney Uni Swimming Performance Centre	To prepare athletes so they can perform at their best
NSWIS and Sydney Uni Swimming Performance Centre Coaches	To create a high-performance DTE To collectively build a holistic program that develops athletes for 'World's Best' performances To mentor, coach and develop
Performance support staff	To create a high-performance DTE To collectively build a holistic program that develops athletes for 'World's Best' performances
Swimming Australia Limited	To align a 'World's Best' success profile, DTE and sport program with the National coach/program in relation to categorized swimmers. To consult and facilitate an effective athlete pathway program for categorized athletes

University of Sydney Sport and Fitness	To consult and facilitate the best experience for student athletes
NSWIS High Performance Manager	To consult and collaborate on program strategic direction and decision making aligned to national context
NSWIS Sport Coordinator	To facilitate effective sport operations
NSWIS staff	To work collaboratively to support, enable and impact performance together To create a high performance DTE
Clubs	To align a 'high performance' success profile, DTE and sport program with the NSWIS coach/program
Swimming Australia and Swimming NSW support staff	To provide direction, technical information and/or expertise in the lead up to and during competitions

ROLE DIMENSIONS

Budget	TBA based on operational requirements
Authority/approval level	As per delegation manual
Reporting roles	Sydney Uni Swimming Performance Centre Director/Assistant Coach

EXPERIENCE AND KNOWLEDGE


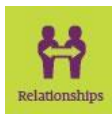



Experience	Knowledge
<ul style="list-style-type: none"> Minimum eight (8) years national and international experience in leading the development, implementation and delivery of coaching and technical guidance to a group of emerging elite athletes within the program's daily performance and competition environment Demonstrated experience and skill in developing and fostering strong relationships with a diverse range of people; influencing without authority, leading, coaching and motivating staff and key stakeholders within the values and behaviors of Swimming Australia Experience and proven ability to successfully transition young people through the pathway to an elite level in a holistic manner 	<ul style="list-style-type: none"> 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. In depth understanding and application of the principles of coaching, sports science, medicine and technology and innovation within a high performance program within a limited resource framework Intermediate knowledge of MS Office and other sports specific software programs Exceptional analytical and problem solving skills, judgement and decision making skills and the ability to use these skills effectively under pressure

ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> ▪ Swimming Australia Gold License (or international equivalent) ▪ Relevant tertiary qualification (e.g. Coaching, Sport Science, or equivalent experience) ▪ Excellent planning, communication and organisational skills. ▪ Experience and demonstrated success coaching elite athletes at the international level. ▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals ▪ SIA Anti-doping Annual Update ▪ Valid Driver's License ▪ Current Working with Children Check (WWCC) ▪ First Aid and CPR Certificate 	<ul style="list-style-type: none"> ▪ Keep Australian Sport Honest Certificate ▪ SIA (PBTR) Child Protection and Safeguarding

CAPABILITY SUMMARY

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework. Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Adept
 Results	Deliver Results	Advanced
	Plan and Prioritise	Advanced
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Adept
 People Management	Manage and Develop People	Adept
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate

FOCUS CAPABILITIES

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

Group and Capability	Level	Behavioural Indicators
Personal Attributes Manage self	Adept	<ul style="list-style-type: none"> Keep up to date with relevant contemporary knowledge and practices Look for and take advantage of opportunities to learn new skills and develop strengths Show commitment to achieving challenging goals Examine and reflect on own performance Seek and respond positively to constructive feedback and guidance Demonstrate and maintain a high level of personal motivation
Relationships Communicate effectively	Advanced	<ul style="list-style-type: none"> Present with credibility, engage diverse audiences and test levels of understanding Translate technical and complex information clearly and concisely for diverse audiences Create opportunities for others to contribute to discussion and debate Contribute to and promote information sharing across the organisation Manage complex communications that involve understanding and responding to multiple and divergent viewpoints Explore creative ways to engage diverse audiences and communicate information Adjust style and approach to optimise outcomes Write fluently and persuasively in plain English and in a range of styles and formats
Relationships Influence & negotiate	Adept	<ul style="list-style-type: none"> Negotiate from an informed and credible position Lead and facilitate productive discussions with staff and stakeholders Encourage others to talk, share and debate ideas to achieve a consensus Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes Influence others with a fair and considered approach and sound arguments Show sensitivity and understanding in resolving conflicts and differences Manage challenging relationships with internal and external stakeholders Anticipate and minimise conflict
Results Deliver results	Advanced	<ul style="list-style-type: none"> Seek and apply the expertise of key individuals to achieve organisational outcomes Drive a culture of achievement and acknowledge input from others Determine how outcomes will be measured and guide others on evaluation methods Investigate and create opportunities to enhance the achievement of organisational objectives Make sure others understand that on-time and on-budget results are required and how overall success is defined Control business unit output to ensure government outcomes are achieved within budgets Progress organisational priorities and ensure that resources are acquired and used effectively
Results Plan & prioritise	Adept	<ul style="list-style-type: none"> Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work Initiate, prioritise, consult on and develop team and unit goals, strategies and plans Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate outcomes and adjust future plans accordingly
Results Think & solve problems	Adept	<ul style="list-style-type: none"> Research and apply critical thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence Anticipate, identify, and address issues and potential problems that may have an impact on organisational objectives and the user experience Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience Seek contributions and ideas from people with diverse backgrounds and experience Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness
People management Inspire direction& purpose	Adept	<ul style="list-style-type: none"> Promote a sense of purpose, and help the team to understand the strategic direction of the organisation and the needs of customers and stakeholders Translate broad organisational strategy and goals into tangible team goals and explain the links for the team Ensure that team objectives and outcomes lead to the implementation of government priorities and create value for customers and stakeholders Work to remove barriers to achieving goals