

HEAD COACH, WATER POLO – WOMENS

Unit	High Performance	Area:	High Performance
Department/Agency	The NSW Institute of Sport	ANZSCO code	452317
Classification/band	NSWIS Grade 3, Level 2	PCAT Code	3119192
Reports to	High Performance Manager	Date of Approval	19 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.

ROLE PURPOSE

The NSWIS Women’s Water Polo Head Coach is responsible for the provision of high performance coaching services to NSWIS scholarship athletes. In consultation with the Stingers Head Coach, the NSWIS Women’s Water Polo Head Coach will optimise the readiness of current cycle athletes to perform at identified key benchmark events and develop performance pathway athletes to be ‘ready’ for future Stinger’s selection.

KEY PERFORMANCE AREAS

- In consultation with Water Polo Australia (WPA) and the NSWIS High Performance Manager develop a program plan that aligns to WPA’s High Performance Strategy and NSWIS strategy, vision and values including considerations in key areas:
 - Coaching
 - Leadership & Culture
 - Daily Training Environment (DTE)
 - Competition
 - Research & Innovation
- Deliver, in consultation with the Stingers Head Coach, high performance program components for agreed and identified NSWIS athletes, more specifically:
 - Periodised planning and service planning with the NSWIS Performance Team that is informed by individual athlete plans, competition pathways and available resources/expertise
 - Athlete performance planning, monitoring, review and evaluation with the NSWIS Performance Team to achieve agreed Individual Athlete Performance Plan [IPP] outcomes
 - Achieving agreed athlete performance targets/outcomes and international standard progression and development targets with identified NSWIS scholarship athletes
 - Providing direct coaching services to an identified group of athletes, emphasising high performance skills acquisition, while supporting athlete personal excellence (career and education pursuits and wellbeing)
 - Athlete identification and selection, in partnership with WPA, to achieve the performance outcomes of the sport and program

- Fulfil national roles as agreed with NSWIS and WPA and develop an effective program plan for when attending national activities.
- Be an active role model for targeted coaches through exposure to a culture of excellence, an appropriate intensity of training, and expectations linked to achievement of performance targets and outcomes.
- Develop and support strategies that build relationships with national league clubs and influence best outcomes for athlete preparation based on IPP.

KEY CHALLENGES

- Working within a restricted resource environment.
- Working collaboratively with multiple stakeholders and influencing without authority.
- Adapting to ways of working that includes cross discipline delivery of performance support requiring close liaison with discipline expertise.

KEY RELATIONSHIPS

Who	Why
NSWIS Water Polo Program Athletes	To prepare athletes so they can perform at their best
NSWIS Water Polo Program Coaches	To create a high performance Daily Training Environment [DTE] To collectively build a holistic program that develops athletes for world's best performances
Sport Science staff	To create a high performance Daily Training Environment [DTE] To collectively build a holistic program that develops athletes for world's best performances
Water Polo Australia [WPA]	To ensure that the NSWIS program is aligned to the WPA HP Strategic Plan – 1 program in 2 locations.
NSWIS High Performance Manager	To consult and collaborate on program strategic direction and decision making aligned to national context
NSWIS Sport Program Coordinator	To facilitate effective sport program operations
NSWIS staff	To work collaboratively to support, enable and impact performance together
Clubs	To align a high performance success profile, DTE and sport program with the NSWIS coach/program
WPA/WPNSW support staff	To provide direction, technical information and/or expertise in the lead up to and during competitions

ROLE DIMENSIONS

Budget	Approximately \$60,000
Authority/approval level	\$10,000
Reporting roles	Nil





ROLE REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> ▪ Relevant coaching accreditation ▪ Relevant tertiary qualification (e.g. Coaching, Sport Science, or equivalent experience) ▪ Current First Aid and CPR Certification ▪ Current Working with Children Check (WWCC) ▪ Sport Integrity Australia (SIA) Anti-Doping Fundamentals and Annual Update ▪ Valid Driver's Licence 	<ul style="list-style-type: none"> ▪ Sport Integrity Australia (PBTR) Child Protection and Safeguarding

Experience	Knowledge
<ul style="list-style-type: none"> ▪ Minimum 4 years coaching at a National – Senior or International – Underage level ▪ Proven success devising and executing long term athlete individual plans and a periodised plan to guide the development of individual athletes ▪ Experience working in international standard high performance sport environments, developing high potential performers into elite performers ▪ Successful leadership of a high performance sport support team to achieve holistic athlete and sport performance outcomes ▪ Experience with implementing and driving monitoring systems for athlete development and tracking across national systems ▪ Experience in building and driving partnerships in sport to better achieve shared high performance development outcomes 	<ul style="list-style-type: none"> ▪ Up to date with current trends in coaching science and practice that contribute to athlete success ▪ Understanding the key levers for high performance delivery to achieve national/international success ▪ Understanding how to effectively leverage support services for national/international success in a restricted resource environment ▪ Knowledge of talent pathway considerations and associated athlete success profiles for stages of the pathway ▪ Knowledge of frameworks and tools that promote continuous improvement for work teams and individual contributors ▪ Knowledge and understanding of the national high performance system ▪ Intermediate/Advanced knowledge of MS Office and other sports specific software programs

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	Intermediate
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Adept
 Results	Influence and Negotiate	Adept
	Deliver Results	Adept
	Plan and Prioritise	Intermediate
 Business Enablers	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Foundational
 People Management	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
	Manage and Develop People	Adept
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Foundational
	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
Relationships Communicate effectively	Adept	<ul style="list-style-type: none"> Tailor communication to the audience Clearly explain complex concepts and arguments to individuals and groups Create opportunities for others to be heard, listen attentively and encourage them to express their views Share information across teams and units to enable informed decision making Write fluently in plain English and in a range of styles and formats Use contemporary communication channels to share information, engage and interact with diverse audiences
Relationships Work collaboratively	Adept	<ul style="list-style-type: none"> Encourage a culture of recognising the value of collaboration Build co-operation and overcome barriers to information sharing and communication across teams/units Share lessons learned across teams/units Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services
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

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> Show sensitivity and understanding in resolving conflicts and differences Manage challenging relations with internal and external stakeholders Anticipate and minimise conflict
Results Deliver results	Adept	<ul style="list-style-type: none"> Make sure team/unit staff understand expected goals and acknowledge success Identify resource needs and ensure goals are achieved within budget and deadlines Use business data to evaluate outcomes and inform continuous improvement Identify priorities that need to change and ensure the allocation of resources meets new business needs Ensure financial implications of changed priorities are explicit and budgeted for Use own expertise and seek others' expertise to achieve work outcomes
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/unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness
People management Manage & develop people	Adept	<ul style="list-style-type: none"> Define and clearly communicate roles, responsibilities and performance standards to achieve team outcomes Adjust performance development processes to meet the diverse abilities and needs of individuals and teams Develop work plans that consider capability, strengths and opportunities for development Be aware of the influences of bias when managing team members Seek feedback on own management capabilities and develop strategies to address any gaps Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way Monitor and report on team performance in line with established performance development frameworks