

# HEAD COACH, ENDURANCE CYCLING

<b>Unit</b>	High Performance	<b>Area</b>	High Performance
<b>Agency</b>	The NSW Institute of Sport	<b>Classification:</b>	Grade 3, Level 2
<b>ANZSCO code</b>	452317	<b>PCAT code</b>	3339191
<b>Reports to</b>	Manager, High-Performance	<b>Date of approval</b>	20 December 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 Head Coach is responsible for leading and managing a strategic approach to optimise high-performance support for targeted endurance cyclists of road, track, para and mountain bike cross disciplines and their coaches. The role will work collaboratively with AusCycling Head Coach Endurance and NSWIS Manager, High Performance to optimize the holistic development of pre-elite cyclists of their respective discipline, through individual performance planning, integrated performance support, facilitating coaching and placement of athletes in Teams, delivery of European Ready program.

## KEY PERFORMANCE AREAS

- Lead, develop and providing guidance in performance planning for the coaches of endurance cyclists. They will drive strategic direction, implement a robust coaching model, and manage coach performance to ensure continuous improvement and innovation. By providing technical expertise and guidance, the Head Coach will foster a culture of excellence.
- As a key contributor to strategic planning and decision-making, the Head Coach is responsible for managing resources, including financial, physical, and human resources, to support endurance cyclists across New South Wales.
- Manage allocation of budgets, and performance support to ensure cycling athlete’s receive targeted and impactful interventions that result in improved performance.
- Lead the Performance Team in developing a world-class performance plan aligned with AusCycling's and NSWIS strategic objectives and assist in developing evidence-based performance targets.
- Support endurance coaches in creating discipline-specific campaign plans and ensure the effective implementation of individual performance plans and training programs.
- Lead on the development and implementation of the European Ready initiative that helps to prepare athletes for readiness to cope with the rigours and demands of international travel, life skills and compete internationally.
- Proactively engage with the High-Performance Network to support knowledge sharing within the cycling performance system.

- Collaborate with the Performance Support Team, Medical Team and endurance coaches to support the health and wellbeing of the riders.

## KEY CHALLENGES

- Working in a fast paced, complex multi-discipline high performance sport environment.
- Working with and providing guidance for pre-elite endurance cyclists competing in the disciplines of road, track, para and MTB XC.
- Providing direction and technical leadership to the regional and state cycling coach community.
- Working collaboratively with multiple stakeholders and varying agendas.
- Adapting to ways of working that includes the integrated delivery of performance support requiring close liaison with discipline expertise.

## KEY RELATIONSHIPS

Who	Why
NSWIS scholarship holders of endurance cycling	To optimize athlete development and progression through individual athlete performance plans and access to performance services and competitions so they can perform at their best.
Cycling Coaches	To collectively build a coaches knowledge and experience to enable the delivery and holistic development of athletes and their progression to elite level competition. es
NSWIS Performance Team	To collaborate and direct performance support team to deliver effective and efficient interventions that lead to improvement
AusCycling Australian Cycling Team Staff and HPN Network	To align with WITTW framework, individual athlete plans, and progression with the national coach/program. Support in identifying athletes with high potential.
NSWIS High Performance Manager	To consult and collaborate on strategic direction and decision making aligned to national context
NSWIS Sport Program Coordinator	To facilitate effective sport operations and administration
Clubs	To communicate a high-performance success profile, with home coaches and professional development teams to ensure alignment.
AusCycling & AusCycling NSW support staff	To provide direction, technical information and/or expertise in the lead up to and during competitions

## ROLE DIMENSIONS

<b>Budget</b>	TBC
<b>Authority / approval level</b>	Nil
<b>Direct reports</b>	Nil

## KEY EXPERIENCE AND KNOWLEDGE






Experience	Knowledge
<ul style="list-style-type: none"> <li>▪ Proven success in the provision of coaching for endurance cyclists at a national / international level</li> <li>▪ Proven success with devising and executing long term athlete individual plans and a periodised plan to guide the development of a high-performance team.</li> <li>▪ Experience working in international standard high-performance sport environments, developing high potential performers into elite performers.</li> <li>▪ Successful leadership of a high-performance sport support team to achieve holistic athlete and sport performance outcomes.</li> <li>▪ Experience in allocating and managing financial resources to support athlete performance outcomes.</li> <li>▪ Experience with implementing and driving monitoring systems for athlete development and tracking across national systems.</li> <li>▪ Experience in building and driving partnerships in sport to better achieve shared high-performance development outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Up to date with AusCycling athlete development and competition exposure for pre-elite endurance cyclists who demonstrate the potential to progress to elite.</li> <li>▪ Up to date with current trends in coaching science and practice that contribute to athlete success.</li> <li>▪ Understanding the key components for holistic athlete development and progression to achieve national/international success.</li> <li>▪ Understanding how to effectively leverage support services for national/international success in a restricted resource environment.</li> <li>▪ Knowledge of talent pathway considerations and associated athlete success profiles for stages of the pathway.</li> <li>▪ Knowledge of frameworks and tools that promote continuous improvement for work teams and individual contributors.</li> <li>▪ Knowledge and understanding of the Australian high-performance system.</li> </ul>

## ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> <li>▪ 6+ years coaching endurance athletes at the National / International level.</li> <li>▪ Relevant coaching accreditation at Level 2 or above</li> <li>▪ Sport Integrity Australia Anti-Doping Fundamentals and annual update</li> <li>▪ First Aid and CPR certificate</li> <li>▪ Working with Children Check (WWCC)</li> <li>▪ Valid driver's license</li> <li>▪ Motorbike license to lead pacing sessions Travel and camp travel when required</li> </ul>	<ul style="list-style-type: none"> <li>▪ Level 3 coaching accreditation</li> <li>▪ 5 years coaching endurance athletes at the National/ International level</li> <li>▪ Intermediate/advanced knowledge of MS Office programs</li> <li>▪ Sport Integrity Australia (PBTR) Child Protection and Safeguarding</li> </ul>

## CAPABILITY SUMMARY

The [NSW Public Sector Capability Framework](#) is a foundational tool that supports the public sector to attract, recruit, develop and retain a responsive and capable workforce. Below are the capabilities and level required to successfully perform 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
	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	<b>Manage Self</b>	<b>Intermediate</b>
	Value Diversity	Intermediate
	<b>Communicate Effectively</b>	<b>Adept</b>
	Commit to Customer Service	Intermediate
	<b>Work Collaboratively</b>	<b>Adept</b>
	<b>Influence and Negotiate</b>	<b>Adept</b>
	<b>Deliver Results</b>	<b>Adept</b>
	<b>Plan and Prioritise</b>	<b>Adept</b>
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
	Manage and Develop People	Intermediate
	<b>Inspire Direction and Purpose</b>	<b>Adept</b>
	Optimise Business Outcomes	Foundational
	Manage Reform and Change	Intermediate

## FOCUS CAPABILITIES

The focus capabilities are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours expected at that level. Focus capabilities are aligned with the role's key performance areas.

Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Manage self	Intermediate	<ul style="list-style-type: none"> <li>■ Adapt existing skills to new situations</li> <li>■ Show commitment to achieving work goals</li> <li>■ Show awareness of own strengths and areas for growth, and develop and apply new skills</li> <li>■ Seek feedback from colleagues and stakeholders</li> <li>■ Stay motivated when tasks become difficult</li> </ul>
<b>Relationships</b> Communicate effectively	Adept	<ul style="list-style-type: none"> <li>■ Tailor communication to diverse audiences</li> <li>■ Clearly explain complex concepts and arguments to individuals and groups</li> <li>■ Create opportunities for others to be heard, listen attentively, and encourage them to express their views</li> <li>■ Share information across teams and units to enable informed decision making</li> <li>■ Write fluently in plain English and in a range of styles and formats</li> <li>■ Use contemporary communication channels to share information, engage and interact with diverse audiences</li> </ul>

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Work collaboratively	Adept	<ul style="list-style-type: none"> <li>▪ Encourage a culture that recognises the value of collaboration</li> <li>▪ Build cooperation and overcome barriers to information sharing and communication across teams and units</li> <li>▪ Share lessons learned across teams and units</li> <li>▪ Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work</li> <li>▪ Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services</li> </ul>
<b>Relationships</b> Influence & negotiate	Adept	<ul style="list-style-type: none"> <li>▪ Negotiate from an informed and credible position</li> <li>▪ Lead and facilitate productive discussions with staff and stakeholders</li> <li>▪ Encourage others to talk, share and debate ideas to achieve a consensus</li> <li>▪ Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes</li> <li>▪ Influence others with a fair and considered approach and sound arguments</li> <li>▪ Show sensitivity and understanding in resolving conflicts and differences</li> <li>▪ Manage challenging relationships with internal and external stakeholders</li> <li>▪ Anticipate and minimise conflict</li> </ul>
<b>Results</b> Deliver results	Adept	<ul style="list-style-type: none"> <li>▪ Use own and others' expertise to achieve outcomes, and take responsibility for delivering intended outcomes</li> <li>▪ Make sure staff understand expected goals and acknowledge staff success in achieving these</li> <li>▪ Identify resource needs and ensure goals are achieved within set budgets and deadlines</li> <li>▪ Use business data to evaluate outcomes and inform continuous improvement</li> <li>▪ Identify priorities that need to change and ensure the allocation of resources meets new business needs</li> <li>▪ Ensure that the financial implications of changed priorities are explicit and budgeted for</li> </ul>
<b>Results</b> Plan & prioritise	Adept	<ul style="list-style-type: none"> <li>▪ Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work</li> <li>▪ Initiate, prioritise, consult on and develop team and unit goals, strategies and plans</li> <li>▪ Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses</li> <li>▪ Ensure current work plans and activities support and are consistent with organisational change initiatives</li> <li>▪ Evaluate outcomes and adjust future plans accordingly</li> </ul>
<b>People management</b> Inspire direction & purpose	Adept	<ul style="list-style-type: none"> <li>▪ Promote a sense of purpose, and help the team to understand the strategic direction of the organisation and the needs of customers and stakeholders</li> <li>▪ Translate broad organisational strategy and goals into tangible team goals and explain the links for the team</li> <li>▪ Ensure that team objectives and outcomes lead to the implementation of government priorities and create value for customers and stakeholders</li> <li>▪ Work to remove barriers to achieving goals</li> </ul>