



# Triathlon Australia Coach Education Program Competency Framework

## Introduction

The objectives of the Triathlon Australia (TA) coach education program and its various components are twofold.

First, to provide appropriate training for triathlon coaches at all levels, across all events and in all capacities – from entry level through to Olympic Games and of children through to mature athletes, from sprint distance through to Ironman events, and volunteers through to full-time professionals.

Second, to provide a mechanism by which coaches can progress along the coaching pathway, should they wish to.

The program is designed to meet the needs of today's coaches and will be reviewed on a regular (quadrennial) basis to ensure that all components remain relevant and capable of producing top quality coaches who can assist athletes at all levels to perform to their potential. In addition to ensuring that the needs of triathletes at all levels are addressed, this process will also assist Australia to remain at the forefront of the international triathlon stage.

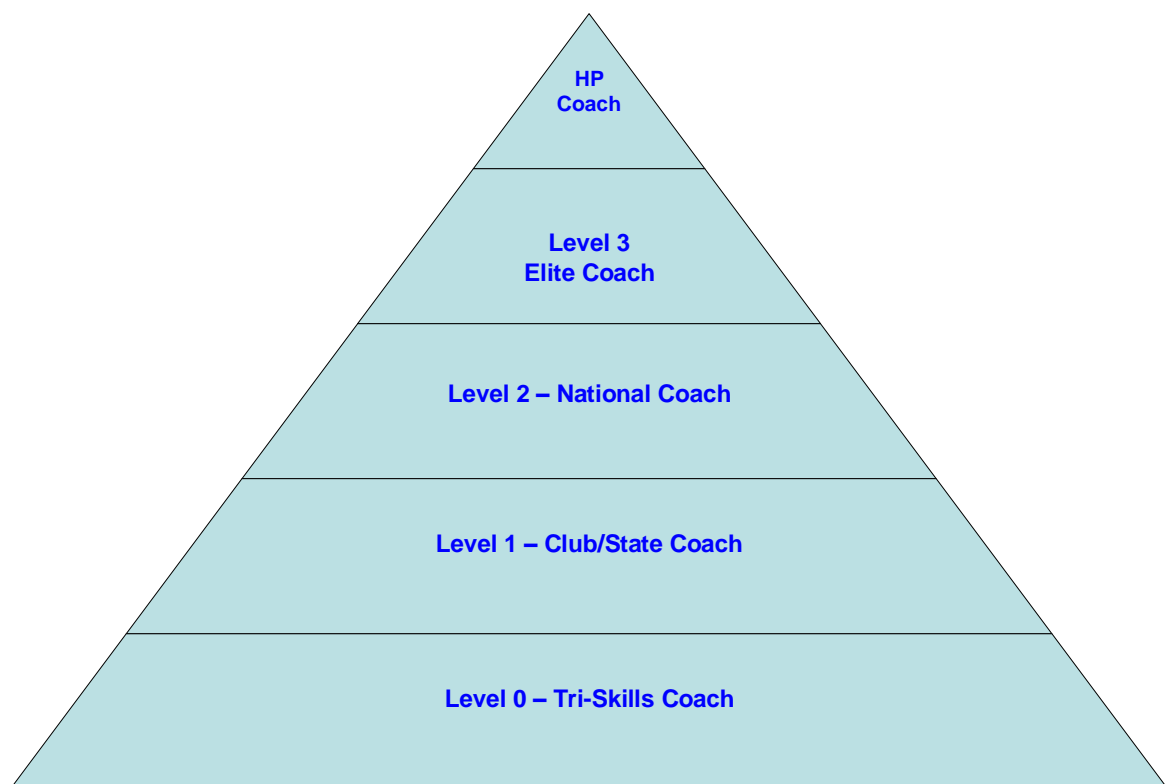
The following pages provide an overview of the five different levels of coach education available through Triathlon Australia, including the corresponding competencies developed by each of the Triathlon Australia coach training programs.

### **Important note: Recognition of Current Competence (RCC)**

There will be no honorary accreditation. All coaches must satisfy the competencies of each particular level of accreditation. However, some practicing coaches may be able to satisfy all or most of the competencies required for accreditation without having to attend a formal training program.

Practicing coaches who feel that they are able to satisfy some or all of the competencies required for accreditation without having to attend a formal training program may apply for exemption from any or all sections of the training program. Such people will be required to document their prior learning and current competence in writing using the Triathlon Australia RCC application form and submit it to the relevant triathlon coach training program coordinator.

RCC assessment will be conducted using the Triathlon Australia RCC assessment form. The candidate may be required to demonstrate their expertise (current competence) in a particular area by written and/or practical demonstration, as appropriate.



## **Tri-Skills Triathlon Coach**

### **Competency level**

Coaches of children or novice level triathletes.

### **Prerequisites**

In order to be considered for the Tri-skills triathlon coach training program, a coach must be 16 years of age.

### **Target market**

This training program is designed to provide coach training for people who wish to work with children or novice level triathletes. This might include: parents, teachers, university students or sport coordinators running tri-related programs, triathlon club members, and swimming, cycling or running-specific coaches who wish to expand into the provision of cross training for children.

### **Program details**

The Tri-Skills triathlon coach training program is a one day (7 hour) program driven, coordinated and managed by the State and Territory Triathlon Associations (STTAs).

### **Content**

An entry level triathlon coach training program comprising a mixture of theory and practical (“hands on”) coaching activities. (It is primarily a practical, “hands on” program). Includes an introduction to: the role and responsibilities of the coach, session planning and review, risk management, group management, athlete development and basic triathlon (swim, bike, run, transition) skills as well as the Triathlon Australia National Junior Development Framework. Coaches are taught and encouraged to use a Game Sense approach to their coaching sessions.

### **Practical**

10 hours of triathlon coaching signed off by an approved mentor.

### **Assessment**

1. Participation in group activities.
2. Complete short answer worksheet questions.
3. Practical coaching – plan and run a 15 minute mini session for novice level triathletes/children.

### **Competencies developed in the Tri-Skills triathlon coach training program**

The Tri-Skills triathlon coach training program aims to develop coaches capable of providing safe, fun, engaging skills-based triathlon training that maximises the participation and inclusion of, and is appropriate for, the children/novice triathletes in their program.

At the completion of the Tri-Skills triathlon coach training program, the coach will be able to:

1. Explain the roles and ethical responsibilities of the coach of novice level triathletes, including children.
2. Develop strategies to work effectively with parents, officials and club/school/sports administrators.
3. Plan and review training sessions for novice level triathletes, including children.
4. Assess and manage the risks of coaching novice level triathletes, including children.

5. Safely conduct a triathlon training session, ensuring fun and maximum participation through games and activities.
6. Utilise a range of communication, teaching and behaviour management strategies to help novice triathletes, including children, learn basic skills and tactics in each of the three triathlon legs - swim, bike, run - and transitions.
7. Cater for the physical and social development of novice level triathletes, including children.

### **Updating requirements**

To retain their Tri-Skills triathlon coach status coaches must:

- complete another Tri-Skills triathlon coach training program within four years;
- or**
- achieve an NCAS Level 1 triathlon coach accreditation or complete another related Level 1 coach training program (e.g. swimming-specific, cycling-specific, running-specific, or strength and conditioning) within four years;
- or**
- achieve 6 hours of updating activity (in addition to coaching practice) over a four year period;
- and**
- a minimum of 24 hours coaching practice per year, validated by their club or athletes.

## **Level 1 (Club – State Level ) Triathlon Coach**

### **Competency level**

Coaches of club and state level triathletes across a range of age groups and disciplines.

### **Prerequisites**

In order to be considered for the Level 1 triathlon coach training program, a coach must be 18 years of age. Candidates will be selected at the discretion of the State or Territory Coaching Coordinator.

### **Target market**

This training program is designed to provide training for coaches who are working with club and state level triathletes, across a range of age groups and disciplines.

### **Program details**

The Level 1 triathlon coach training program is a two day program that is driven, co-ordinated and managed by the STTAs.

### **Content**

A generic triathlon coach training program comprising a mixture of theory and practical/hands on coaching activities. Includes an introduction to basic periodisation and season planning; introduction to and communication of basic sports science principles; development and correction of basic skills and fitness; identification of appropriate support services; risk management; application of Triathlon Australia's National Junior Development Framework; and development of basic rules knowledge across all disciplines and age groups.

### **Practical**

One season (or approximately 24 hours) of triathlon coaching, completed post-training program and including a minimum of 8 hours of mentored coaching, signed off by an approved mentor (i.e., a Level 2 Triathlon Coach or other STTA/NDC coach approved by the TA National Development Coach).

### **Assessment**

1. Complete short answer worksheet questions.
2. Assignment – design a season (three month) training program for a club level triathlete in the triathlon event of their choice.
3. Practical coaching – practical demonstration of coaching skills during a training session of at least 40 minutes duration.

### **Competencies developed in the Level 1 triathlon coach training program**

At the completion of the Level 1 triathlon coach training program, the coach will be able to:

1. Design, develop, implement and monitor a season plan for club and state level triathletes, incorporating the basic components of periodisation.
2. Develop an integrated training program to complement the season plan and meet the specific needs of the club and state level athletes (i.e. junior, age group). This will include:
  - a. Developing the components of fitness incorporating the principles of training.
  - b. Developing and correcting the basic skills of freestyle swimming, cycling, running and transition.
  - c. In the case of junior athletes, ensuring that the program complies with Triathlon Australia's National Junior Development Framework.

3. Plan, conduct and review training sessions in swim / bike / run and transition (SBRT) that complement the season plan and are appropriate to the needs of the athlete in a safe, engaging and ethical environment.
4. Demonstrate the ability to communicate with and effectively manage athletes of a range of abilities, age groups, goals and backgrounds both in individual and group situations. This includes:
  - a. Providing appropriate advice and feedback to triathletes on training and competition strategies in the areas of tactics, nutrition, warm up, mental preparation, recovery, lifestyle management and safety.
5. Identify the support services available to assist the development of the club and state level athlete and coach.
6. Apply the rules of triathlon (both draft legal and non drafting) as they pertain to competitive triathlon.
7. Assess and manage the risks in coaching, training and competing in triathlon at club and state level.
8. At all times act as a role model for their athletes by observing the Triathlon Australia Coaches Code of Ethics and conducting themselves in an ethical manner

### **Updating requirements**

To retain their Level 1 status coaches must:

- complete another Level 1 triathlon coach training program (e.g. swimming specific, cycling specific, running specific, strength and conditioning level one) within four years **or**
- achieve an NCAS Level 2 triathlon coach accreditation within four years **or**
- achieve 6 hours of updating activity (in addition to coaching practice) over a four year period **and**
- a minimum of 24 hours coaching practice per year, validated by their club or athletes.

## **Level 2 (National Level ) Triathlon Coach**

### **Competency level**

Coaches of national level triathletes aiming for international level across a range of age groups and disciplines.

### **Prerequisites**

In order to be considered for the Level 2 triathlon coach training program, a coach must:

1. Be a currently accredited Level 1 Triathlon Coach.
2. Be identified by a STTA or Triathlon Australia as a currently practicing triathlon coach in Australia and be endorsed by their STTA or Triathlon Australia.
3. Have held a Level 1 Triathlon Coaching accreditation for a minimum of two years AND provide evidence of active triathlon coaching during that period. Coaches who have held a level one accreditation for less than two years may apply for special consideration.
4. Be prepared to complete some pre reading on sports science and coaching topics in preparation for the training program.

Candidates will be selected at the discretion of the Triathlon Australia National Development Coach and training program fees must be paid in full before acceptance to the training program is confirmed.

### **Target market**

Coaches who are working with triathletes aiming to compete at a National Level, across a range of age groups and disciplines, with the view to progressing to an international competition standard.

### **Program details**

The Level 2 triathlon coach training program is a 4½ day live-in, national program that is conducted at least once every two years by Triathlon Australia.

### **Content**

A generic triathlon coach training program comprising a mixture of theory and practical/hands on coaching activities. The program further develops coach knowledge of and skills in periodisation and long term (annual) planning; application of sports science principles; development and correction of technical skills and fitness; identification of appropriate support services; risk management; and application of triathlon competition rules, across all disciplines and age groups.

### **Practical**

Two seasons (or approximately 60 hours) of triathlon coaching must be completed post training program. A minimum of 20 hours of the triathlon coaching must be mentored by a Level 2 or Level 3 or State Institute/Academy of Sport (SIS/SAS) triathlon coach approved by the TA National Development Coach. Signed off by an approved mentor.

### **Assessment**

1. Participation in training program activities.
2. Complete short answer worksheet questions.
3. Assignment – design, implement and modify an annual plan and training program for a triathlete aspiring to qualify for an international age group event or International Triathlon Union (ITU) Junior event in the triathlon of their choice.

4. Assignment - develop and implement a business plan appropriate for their circumstances and their athlete's needs or develop a club or state triathlete development model/pathway appropriate for their club/state or territory.
5. Practical coaching – complete three practical coaching assessment tasks – plan, deliver and review three training sessions (one each of swim, bike, run) of one hour duration each.

### **Competencies developed in the Level 2 triathlon coach training program**

At the completion of the Level 2 triathlon coach training program, the coach will be able to assist individual triathletes and groups of triathletes of varying ability and maturation levels to progress from national to international level. More specifically, the coach will be able to:

1. Explain the roles and ethical responsibilities of the coach of national level athletes and demonstrate ethical behaviour at all times.
2. Recognise that coaching is both an art and a science and demonstrate this both in their planning for and management of individual athletes and their programs.
3. Solve coaching-related issues or problems in both training and competition environments.
4. Identify and develop strategies to work effectively with service providers, facility managers, equipment suppliers, officials, administrators and parents/partners. This includes creating a training and competition environment to support the development and performance of national level triathletes and coaches/support staff.
5. Assess and manage the risks of coaching national level triathletes, both in training and competition.
6. Develop, implement, monitor and review an annual plan that will assist national level athlete/s to progress to targeted personal goals. [For example, qualification for an international age group event or International Triathlon Union (ITU) Junior event in the triathlon of their choice (i.e. Ironman, Olympic Distance Age Group and ITU Draft Legal)].
7. Develop, implement, monitor and review an integrated training program to complement the annual plan and meet the specific individual needs of the national level athlete/s (i.e. junior, age group).
8. Plan, safely conduct and review training sessions in swim / bike / run and transition (SBRT) that are appropriate to the specific individual needs of national level athletes.
9. Utilise a range of communication, teaching and behaviour management strategies to help individual national level triathletes of varying ability and maturation levels to learn more advanced skills and tactics in each of the three triathlon legs - swim, bike, run - and transitions.
10. Communicate with and effectively manage national level athletes of a range of abilities, age groups, goals and backgrounds in individual and group situations in both training (including training camp) and competition environments.
11. Provide appropriate advice and feedback to triathletes on training and competition strategies in the areas of tactics, competition rules, nutrition, warm up, injury prevention and management, mental preparation, recovery, lifestyle management, anti-doping and safety and direct athletes to appropriate service providers for further assistance.
12. Apply the rules and regulations of both Triathlon Australia and triathlon (both draft legal and non drafting) as they pertain to competitive triathlon.

13. Develop a business plan appropriate for their circumstances and their athlete's needs or develop a club or state triathlete development model/pathway appropriate for their club/state or territory.

### **Updating requirements**

To retain their Level 2 triathlon coach status coaches must:

- complete another Level 2 triathlon coach training program within four years; **or**
- achieve an NCAS Level 3 triathlon coach accreditation or complete another related Level 2 coach training program (e.g. swimming-specific, cycling-specific, running-specific, or strength and conditioning) within four years; **or**
- achieve 24 hours of updating activity (in addition to coaching practice) over a four year period; **and**
- a minimum of 60 hours coaching practice per year, validated by their club or athletes.

## **Level 3 (Elite Level ) Triathlon Coach**

### **Competency level**

Coaches of Elite international level triathletes in the Elite Ironman or Elite ITU Draft Legal groups.

### **Prerequisites**

In order to be considered for the Level 3 triathlon coach training program, a coach must:

1. Be a currently accredited Level 2 Triathlon Coach.
2. Be identified by Triathlon Australia as a current Recognised Practising Coach (RPC)<sup>1</sup> in Australia and be endorsed by Triathlon Australia.
3. Have held their Level 2 Triathlon Coaching accreditation for a minimum of two years AND have been actively coaching elite triathletes on a face-to-face-basis throughout that time. (Coaches who have held their Level 2 accreditation for less than two years may apply for special consideration. Coaches may be required to provide evidence of their active face-to-face coaching).
4. Be coaching athletes who have achieved one or more of the following elite triathlon performance criteria during the past 2 to 3 years:

#### **Elite Ironman**

- Hawaii Ironman Triathlon – Top 15
- ITU World Long Distance Triathlon Championships (WLDC) – Top 10
- International Ironman Triathlon Events – Top 5

#### **Elite ITU Draft Legal**

- Have athletes selected in the Elite category of the Australian Team for the ITU World Championships, Commonwealth Games or Olympic Games.
- ITU World Cups – Top 10
- Have two or more ITU Junior or Under 23 (U23) athletes selected in the Australian Team for the ITU World Championships or have one athlete selected over a 2 to 3 year period.

(Coaches who have had athletes achieve these performance levels outside the last 2 – 3 years may apply for special consideration).

5. Be prepared to complete some pre-training program reading on sports science and coaching topics in preparation for the training program.

Potential candidates must apply directly to Triathlon Australia. Applications for the Level 3 triathlon coach training program will be assessed by the Triathlon Australia High Performance Team. Final selection of candidates will be at the discretion of the Triathlon Australia National Performance Director and training program fees must be paid in full before acceptance to the training program is confirmed. Coaches who have been selected as an Australian Institute of Sport (AIS) Scholarship Coach in Triathlon will be automatically accepted as a candidate for the Level 3 triathlon coach training program if they do not already hold Level 3 triathlon coach accreditation.

### **Target market**

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<sup>1</sup> A Recognised Practising Coach (RPC) is a currently accredited coach who is a current financial Member of Triathlon Australia and who has provided evidence to Triathlon Australia of current and appropriate public liability and professional indemnity insurance cover.

This training program is designed to provide coach training for coaches who are working with international level triathletes on a face-to-face basis in either the Elite ITU Draft Legal or Elite Ironman groups.

### **Program details**

The Level 3 triathlon coach training program is a 12 month national program “book ended” with two four day/three night live-in blocks. Mentored coaching with high performance coaches is undertaken throughout the twelve month period. The Level 3 triathlon coach training program is conducted at least once every two years by Triathlon Australia.

### **Content**

A module-based program designed to develop advanced generic triathlon coaching knowledge and skills as well as expertise in one of two specialised streams – Elite Ironman or Elite ITU Draft Legal. (Coaches choose one stream). Negotiated individual skills development is also provided. The knowledge base for Level 2 and 3 with regard to sports science is not significantly different. The focus of Level 3 is on: the need to access and utilise the specialists more effectively; developing more highly refined and specific planning and peaking programming skills; dealing “one-on-one” with athletes to elicit higher level performance; and managing difficult situations.

### **Practical**

Eighty hours of triathlon coaching must be completed post training program. A minimum of 30 hours of the triathlon coaching must be mentored by a suitably qualified high performance coach or coaches, approved by the Triathlon Australia National Performance Director, throughout the twelve month period. Signed off by the approved mentor or mentors.

### **Assessment**

1. Participation in training program activities
2. Design a quadrennial plan for an international level individual athlete preparing for and competing in Elite Ironman and Elite ITU Draft Legal events.
3. Design, implement, monitor and modify as required an annual plan and training program for the same athlete.
4. Practical coaching task 1 – Identify, develop and effectively utilise a network of service and facility providers to support athlete and coach development and performance in elite international IM or Draft Legal events.
5. Practical coaching task 2 – Plan, organise and manage a national squad/team training camp and provide a brief written report and a verbal de-brief OR Make, under supervision (or assist in), the pre, during and post tour/event arrangements for an international tour/event and provide a brief post-tour/event written report and a verbal de-brief.
6. Practical coaching task 3 – Provide a course analysis report for a key event – outline the course analysis undertaken prior to the event; identify how this course analysis was used to assist preparation and race strategies/plans for the event; and review the success or otherwise of the course analysis, preparation and race strategies and lessons learnt.
7. Practical coaching task 4 – Develop a risk management plan for an international tour; implement, monitor and modify the plan as required and provide a written and verbal post tour report regarding the adequacy of the risk management plan and recommendations for future tour risk management plans.

8. Practical coaching task 5 - Install heart rate monitor and power measurement software and devices and download, interpret and report, via email, on files post training or race.
9. Practical coaching task 6 – Plan, organise, conduct and review separate training sessions in swimming (including swim/bike transition), cycling and running (including bike/run transition) appropriate for the needs of Elite ITU Draft Legal or IM athletes.
10. Practical coaching task 7 – Explore one of four identified business/program management issues and offer appropriate solutions for dealing effectively with the issue.

### **Competencies developed in the Level 3 triathlon coach training program**

At the completion of the Level 3 triathlon coach training program, the coach will be able to assist individual athletes and groups of Elite IM or Elite ITU Draft Legal athletes to perform to their potential in international level competition and be able to guide an individual athlete to peak fitness and performance at a targeted international competition (on a given day). More specifically, the coach will be able to:

1. Explain the roles and ethical responsibilities of the coach of international level athletes and act as a role model for their athletes by observing the Triathlon Australia Coach's Code of Ethics and conducting themselves in an ethical manner at all times and managing individual athlete behaviour.
2. Demonstrate further development of a sound coaching philosophy and a thorough understanding and demonstration of duty of care to athletes.
3. Assess and manage the risks of coaching international level triathletes in travel, training and competition.
4. Identify, access and effectively utilise the support services and facilities necessary to provide a quality training and competition environment and assist the optimal development and performance of the elite international level athlete and coach.
5. Communicate with and effectively manage Elite ITU Draft Legal or Elite IM athletes of varying abilities, age groups, goals and backgrounds, support staff and media representatives both in individual and group situations and in training and competition environments. This includes:
  - a. demonstrating an advanced knowledge of and providing appropriate advice to and preparation for athletes in the areas of training and competition strategies, tactics/race planning, TA and ITU rules and regulations, equipment, travel, nutrition, mental preparation, competition in extreme environmental conditions, injury prevention and management, warm up, recovery, anti-doping, lifestyle management and safety and directing athletes to appropriate service providers for further assistance, where required.
  - a. organising, managing and communicating effectively with moderate sized groups of athletes (e.g., 12 athletes) and support staff in day-to-day training, training camp and national level competition environments and travel situations
  - b. managing conflict between/with individual athletes within a squad training/team environment and dealing with the "difficult" athlete
  - c. managing the higher expectations of the elite international athlete
  - d. demonstrating an understanding of the evolution of the athlete in their independence and maturity
  - e. problem solving under pressure.

6. Utilise a range of selected information technology applications to assist the achievement of program/coaching objectives
7. Assess and recognise the specific talents of individual athletes at high performance level.
8. Design a quadrennial plan for an individual athlete preparing for and competing in Elite ITU Draft Legal or Elite IM events, demonstrating a sound knowledge of and skills in career planning.
9. Design, implement, monitor and modify as required an annual plan and training program that will assist an international level athlete/s to achieve optimal performance in the Elite ITU Draft Legal or Elite IM groups at a designated event. This will include:
  - a. Demonstrating the ability to develop a shared vision for an individual athlete.
  - b. Guiding, directing and prescribing training programs for individual athletes of varying ability and maturation levels to progress to targeted personal goals.
  - c. Demonstrating an advanced knowledge and application of periodisation and peaking principles.
10. Develop an integrated program to meet the specific needs of an athlete or athletes competing in Elite ITU Draft Legal or Elite IM events. This will include:
  - a. developing the components of fitness incorporating the principles of training
  - b. developing and correcting advanced skills of freestyle swimming, cycling, running and transition (i.e. demonstrating advanced SBRT expertise).
3. Plan, organise, conduct and review training sessions in swim/bike/run and transition (SBRT) appropriate to the needs of athletes in the Elite ITU Draft Legal or Elite IM groups in a safe and ethical environment.
4. Demonstrate advanced knowledge and application, use, management of rules in national and international Elite ITU Draft Legal or Elite IM competition.
5. Plan, organise and manage a program/schedule and relevant logistics for national squad/team training camp and international event participation.
6. Create an environment that supports optimal performance for day-to-day training, training camps and competition environments.
7. Plan, prepare and implement race management plans and race strategies that support the achievement of program/race objectives.
8. Demonstrate an advanced understanding of international triathlon and recognition of current and future trends in international triathlon and implement training regimes to cater for such.
9. Demonstrate effective stress and time management skills.
10. Successfully manage a triathlon coaching business and/or national program (as relevant).

### **Updating requirements**

To retain their Level 3 triathlon coach status coaches must:

- complete another Level 3 triathlon coach training program within four years; **or**
- achieve an NCAS High Performance triathlon coach accreditation or complete another related Level 3 coach training program (e.g. swimming-specific, cycling-specific, running-specific, or strength and conditioning) within four years; **or**

- achieve 32 hours of updating activity (in addition to coaching practice) over a four year period; **and**
- a minimum of 80 hours coaching practice per year, validated by their club or athletes.

## **Level 4 (High Performance) Triathlon Coach**

### **Competency level**

Coaches of Elite ITU Draft Legal triathletes.

### **Prerequisites**

In order to be considered for the Level 4 (High Performance) triathlon coach training program, a coach must:

1. Be a currently accredited NCAS Level 3 Triathlon Coach.
2. Be identified by Triathlon Australia as a current Recognised Practising Coach (RPC) in Australia and be endorsed by Triathlon Australia.
3. Be actively coaching Elite ITU Draft Legal triathletes on a face-to-face-basis (Coaches may be required to provide evidence of their active face-to-face coaching).
4. Have consistently placed athletes onto Triathlon Australia Elite teams for major championships (Commonwealth Games, World Championships and Olympic Games) during the past three to four years.
5. Share the Triathlon Australia High Performance Program vision and be focussed on working cooperatively with the Program to assist it to achieve its stated objectives
6. Be actively involved in the delivery of Triathlon Australia's National program leading up to the London 2012 or 2016 Olympic Games.
7. Have demonstrated an ability to maintain confidentiality of information and ensure the highest level of integrity in the high performance environment.

Potential candidates must apply directly to the Triathlon Australia National Performance Director. The National Performance Director will coordinate a High Performance Coaching Panel to select candidates and oversee the program. The final selection of candidates will be at the discretion of the Triathlon Australia National Performance Director and training program fees must be paid in full before acceptance to the training program is confirmed.

### **Target market**

This training program is designed to provide coach training for coaches who are actively coaching only Elite ITU Draft Legal triathletes on a face-to-face basis and who have consistently placed athletes into Elite teams for major championships (World Championships, Commonwealth Games or Olympic Games) in the previous three years.

### **Program details**

The High Performance triathlon coach training program is a highly individualised and specialised professional and personal development program conducted over a twelve to eighteen month period. The program is conducted as required by Triathlon Australia.

## **Content**

Coaches selected for the High Performance triathlon coach training program will undertake a SWOT analysis with the High Performance Coaching Panel or select members of the panel. This analysis will help tailor the program to meet the specific needs of each individual coach.

### **Practical**

One hundred and twenty hours of triathlon coaching must be completed post training program. A minimum of 50 hours of the triathlon coaching must be mentored by a suitably qualified high performance coach or coaches, approved by the Triathlon Australia National Performance Director, over a twelve to eighteen month period. Signed off by the approved mentor or mentors.

### **Assessment**

Assessment tasks will vary according to the specific needs and focus of individual candidates.

### **Competencies developed in the High Performance triathlon coach training program**

At the completion of the Level 4 (High Performance) triathlon coach training program, the coach will be able to guide an individual athlete to peak fitness and performance and assist the athlete to perform to their potential in targeted Elite ITU Draft Legal events (including Commonwealth Games, World Championships and Olympic Games) on a given day. More specifically, the coach will be able to:

1. Manage the long-term development of the individual elite international level athlete (Elite ITU Draft Legal) and demonstrate an understanding of the limitations of coaching by developing higher levels of independence in the athlete.
2. Design, implement, monitor and modify as required a highly specialised and individualised training program for individual high performance athletes preparing for and competing in Elite ITU Draft Legal events.
3. Demonstrate “highest level” people management and communication skills. For example, work with difficult athletes/coaches/parents to positively effect the athlete/coach/parent; communicate effectively with management, team staff and service providers; manage small groups of individual athletes and staff within a team environment at major events; manage the “difficult” elite athlete in the public arena under the pressure of major international events.
4. Demonstrate an advanced understanding of international triathlon (e.g., course demands and requirements; travel; logistics) at World Championships, Commonwealth Games and Olympic Games events.
5. Demonstrate higher order problem solving under pressure, especially approaching, during and after major international events.
6. Develop and maintain a high performance culture in squad / national program environment.
7. Present and argue a case and represent the sport or program in front of a potentially hostile group (including the Triathlon Australia Board, Australian Sports Commission representatives, peers, etc.).
8. Effectively share information and work together in a group coaching environment (operate as a team player) at the national level.
9. Lead and direct a national squad at any major international competition (World Championships, Olympic Games, Commonwealth Games or specified international events, for example, a World Cup Tour).

### **Updating requirements**

To retain their Level 4 (High Performance) triathlon coach status coaches must:

- complete a related coach training program (e.g. swimming-specific, cycling-specific, running-specific, or strength and conditioning) within four years; **or**
- achieve 48 hours of updating activity (in addition to coaching practice) over a four year period; **and**
- a minimum of 120 hours coaching practice per year, validated by their club president or their nominated representative or a nominated Triathlon Australia or STTA representative.