



## VISION

Extraordinary Performances and People Inspiring the Nation

## MISSION 2028

Athletes Achieving, Coaches Excelling, Systems Firing, Culture Thriving: "Game on"

## MISSION 2032

The World's Leading Triathlon Team Delivering Unprecedented Success

### POSITION OVERVIEW – HEAD OF PARALYMPIC PROGRAM

The AusTriathlon High Performance Program has launched its ambitious 2032+ Strategy, driven by our Vision: "Extraordinary Performances and People Inspiring the Nation." This strategy aims to elevate Australian Triathlon back onto the global stage, ensuring even better support to our athletes and coaches, with a renewed focus as we approach the Brisbane 2032 Games.

One of the cornerstones of this new strategy is the delivery of an uplifted Paralympic program. The international Paralympic arena is rapidly advancing, growing more competitive and sophisticated than ever before. To meet the demands of this evolving landscape, we must raise our standards and ensure our Para triathletes have the expert support they need to excel and achieve on the world stage.

Our Head of Paralympic Program is a highly credible leader who has a deep desire and expert knowledge in the performance preparation of Paralympic athletes for international success. They work collaboratively with Para triathletes, coaches, parents, carers, and performance support teams to ensure they are equipped to thrive in the increasingly sophisticated Paralympic arena.

Reporting to the High Performance Director, this is a rare, hands-on performance leadership opportunity to work alongside our sports most talented Para triathletes and their coaches making a direct impact on our paralympic performance goals for LA 2028, Brisbane 2032 and beyond.

# Job Description

#### POSITION TITLE:

Head of Paralympic Program

#### POSITION GOAL:

Professionally and holistically support para-triathletes and coaches to meet the demands of International Podium level performances

#### POSITION OUTCOME:

AusTriathlon delivers it's LA2028 Paralympic medal target and secondary athlete progression measures

#### REPORTS TO:

High Performance Director

#### DIRECT REPORTS:

Paralympic Pathway Lead  
Para Hub PST (VIS) - Indirect

**POSITION  
CAPABILITIES AND  
RESPONSIBILITIES**

- Lead the implementation of the AusTriathlon High Performance integrated Paralympic Strategy, ensuring the delivery of annual and quadrennial KPIs
- Identify and support the holistic development of Para triathletes and coaches to achieve medal winning performances at benchmark events, including World Championships and Paralympic Games
- Design, oversee and quality assure the delivery of Daily Training Environments for Para-triathletes, focusing on high-quality coaching, planning, programming, and injury prevention.
- Oversee the delivery of targeted talent identification and transfer initiatives in collaboration with National Institute Network partners, ensuring the rapid growth of quality and quantity of Para-Triathletes entering the performance pathway
- Collaborate with personal coaches, Performance Coach Advisor and specialist coaches to implement Athlete Plans and conduct reviews that drive performance improvement of athletes aligned to 'What It Takes To Win' (WITTW)
- Collaborate with the Wellbeing and Engagement Lead to integrate 'Win Well' life plans into athlete plans that promote growth beyond triathlon through education, employment, apprenticeships and community engagement activities.
- Oversee onboarding, induction and transition process for Para triathletes, parents, and coaches to ensure they understand the support provided along with performance and behavioural expectations
- Collaborate with the AusTriathlon Head of Pathways and Performance Coach Advisor to develop a bespoke Para triathlon coach development program to increase the number and quality of high-performance Para triathlon coaches
- Enhance Performance Support Teams' knowledge and expertise in impairments and connect with specialist Para-specific networks (e.g., setting Paralympic-specific injury and illness tolerance levels).
- Drive influential relationships and strong partnerships with Paralympics Australia, NIN Para networks, disability agencies, rehabilitation centres and other key stakeholders that can support achievement of AusTriathlon Para medal ambitions
- Collaborate with the Performance Manager – Academy, the Victorian Institute of Sport (VIS) and other NIN to ensure Para triathletes have access to expert Performance Support Teams that are aligned to WITTW and the delivery of athlete plans
- Understand and effectively navigate the nuances of classification and ensure its implications are understood for athlete selection and development.
- Initiate an expert Classification Working Group that ensures AusTriathlon remains ahead of the curve
- Lead the team's preparation and delivery for key benchmarks, including the Paralympic Games, fostering a culture of confidence, focus, and resilience.
- Act as Team Leader at designated World Triathlon Para events as requested by the HPD
- Design and deliver a fit-for purpose Paratriathlon domestic competition strategy to accelerate athlete progression
- Actively advocate for the Para triathlon strategy, ensuring it receives the resources, recognition and prioritisation at every level, from the boardroom to the frontline, to drive medal outcomes.
- Work proactively and collaboratively with the High Performance Senior Leadership Team driving the delivery of the 2032 HP Strategy and constantly role modelling and upholding the values and behaviours

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**KPIs**

- An increased number of Paralympic athletes qualified for LA28
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- Annually, 75% Para-triathletes track in line with (or ahead of) categorisation progression and WITTW
  - Year-on-year increase in number of athletes meeting Paratriathlon categorisation standards
  - Year-on-year increase in satisfaction scores on 'effectiveness of coaching' and 'confidence of DPE' as experienced by Para triathletes and reported through DPE Insights survey
  - 85% Para triathletes meet >85% of annual prescribed training
  - Year-on-year increase on PST's '*trust, confidence and added value expertise*' as experienced by athletes and coaches, reported through DPE Insights survey
- Greater than 85% satisfaction on '*effectiveness of partnership working between AusTri and NIN to deliver the 2032 HP Strategy Objectives*' as collected by independent, annually administered stakeholder survey.

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## QUALIFICATIONS AND EXPERIENCE

### THE FOLLOWING QUALIFICATIONS and EXPERIENCES ARE ESSENTIAL (E) AND/OR DESIRABLE (D):

- Extensive experience (5+ years) in high-performance Paralympic environments (E)
  - Bachelor's degree in Sports Science, Sports Management and leadership, Coaching, or a related field (Master's degree preferred). Note: In the case of an international candidate, a bachelor's degree or above may be required to meet visa requirements (D)
  - Proven track record in finding, developing and nurturing paralympic athletes to podium performances (E)
  - Comprehensive knowledge of Para-sport systems, including talent pathways, classification processes, and the international competition landscape (E)
  - Strong understanding of classification and implications on the performance preparation of paralympic athletes (E)
  - Exceptional interpersonal and communication skills, with the ability to inspire, engage, and collaborate effectively with diverse stakeholders, including athletes, coaches, carers and families (E)
  - Good understanding of triathlon or comparable endurance sports (D).
  - Significant experience leading performance support teams, integrating sports science, medicine, and technical expertise to optimize para athlete preparation and performance (D)
  - Impeccable track record of adhering to the highest standards of ethical and professional practice i.e., antidoping, professional behaviours etc (E)
  - Working with Children Clearance & Police Checks (E)
  - Awareness of, and ability to work in accordance with AusTriathlon's Safeguarding and Children and Young People policies (E)
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## OUR SENIOR LEADERSHIP TEAM CAPABILITIES

### ATHLETE-CENTRED:

- Commit to athlete-centred support where 'person' and 'performer' is promoted, and expected
- Tailor our support to athletes, to meet their specific needs, respecting their individuality and personal goals

### PROVEN HIGH PERFORMANCE LEADERSHIP & MANAGEMENT:

- Recruiting and leading high performing individuals to drive the implementation of the 2032+ HP Strategy, drawing on advanced, contemporary leadership skills
- Diligent on performance objective setting, annual reviews, seeking feedback and development plans of colleagues, embedding a positive performance culture conducive to delivering win well, high performance outcomes

### DEMONSTRATED STRATEGY INTO ACTION:

- Translate high level concepts into effective day to day prioritisation, delivery, management and implementation, coaching colleagues to drive through progress
- Possess high levels of self-care strategies to effectively and resiliently work through change
- Proactively troubleshoot blockages, remaining resilient and applying a 'can do' focus

### HIGH PERFORMANCE CULTURE AND BEHAVIOURS:

- Actively support and uphold HP values and behaviours that are conducive to delivering win well, high performance outcomes
- Strong appetite to learn, share ideas and work as a team
- Exemplary and consistent role modelling of the values and behaviours irrespective of environment and/or context i.e., training, pressurised competition, international and/or local settings
- Hold difficult conversations constructively and proactively

### STAKEHOLDER MANAGEMENT AND INFLUENCE:

- Foster exemplary partnerships in all our work including National Institute Network (NIN) partners, Australian Institute of Sport (AIS), Australian Olympic Committee, (AOC), Paralympics Australia (PA), and State and Territory Triathlon Associations to support the delivery of our 2032 HP Strategy
- Exemplary, proactive and professional written and verbal communication delivered with impact and influence
- Maintain networks nationally and internationally that draws on relationships to exchange ideas, resources, contacts, and expert know-how

### TEAMWORK:

- A commitment to no "precious professional boundaries" - we freely and willingly share information and learnings
- Recognise the unique strengths, perspectives and experiences of others and encourage collaborative approaches to deliver performance outcomes
- Foster deep levels of trust within our Team to create a safe and enterprising environments

NAME:

SIGNATURE:

DATE: