



## 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 PERFORMANCE PATHWAYS

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 our new 2032+ High Performance Strategy is the delivery of a more systematic, and impactful performance pathway that finds, transitions and accelerates the development of future world, Olympic and Paralympic champions.

This new Pathway Strategy demands a proactive, innovative and transformational leader who can turn vision into action, drive results, and deliver lasting impact.

The Head of Performance Pathways is responsible for designing, implementing, and leading a proactive and expert talent recruitment and development system for Triathlon in Australia. This role ensures that a sustainable pipeline of athletes is prepared to excel at the elite level, contributing to our medal targets for LA 2028, Brisbane 2032 and beyond.

Our Performance Pathway leader is passionate about the developing athletes, works hand-in-glove with coaches, parents, clubs, State Associations, and communities to create environments that help young athletes be discovered and progress in line with world pace. They are committed to fostering a high-performance, win well culture, where athletes with world-stage aspirations train, grow and strive to accomplish ambitions goals together.

This is a rare, hands-on performance leadership opportunity to work alongside our sports most talented athletes, making a direct impact on our performance goals for LA 2028, Brisbane 2032 and beyond.

# Job Description

#### POSITION TITLE:

Head of Performance Pathways

#### POSITION GOAL:

Establish and implement a systematic and impactful performance pathway that identifies and develops future champions

#### POSITION OUTCOME:

An oversupply of athletes meeting Emerging and Developing categorisation (WITTW) standards

#### REPORTS TO:

High Performance Director

#### DIRECT REPORTS:

Performance Pathway Coaches  
(3-4)

**POSITION  
CAPABILITIES AND  
RESPONSIBILITIES**

- Lead the implementation of the AusTriathlon High Performance Pathway Strategy (Olympic and Paralympic), ensuring the delivery of annual and quadrennial KPIs
- Lead and manage State-based Performance Pathway Coaches, including performance objective setting, reviews and day to day coaching and coordination, ensuring alignment to the delivery of 2032+ HP Pathway KPIs
- Formally publish and launch the AusTri Performance Pathway (Aspire, Ascent, Achieve), outlining a clear and coherent athlete journey and athletes, coaches, clubs and community's role in it
- Foster highly trusting and influential relationships with young athletes, parents, coaches, clubs, schools, and communities to enable the delivery of the strategy
- Conduct annual depth chart analyses using 'What It Takes to Win' (WITTW) to assess the athlete pipeline towards 2028, 2032, and beyond, identifying actionable insights
- Initiate Talent Identification (TID), Talent Transfer, Talent Selection, and Talent Confirmation initiatives to rapidly grow athlete quality and quantity in the Olympic and Paralympic pathway
- Deliver inspiring and comprehensive induction events for athletes, coaches, parents, Performance Support Teams (PSTs), and schools.
- Collaboratively work with home coaches to create Athlete Plans and DPEs that foster athlete progression
- Conduct bi-annual check-ins with athletes, coaches, and parents to review progress against Athlete Plans
- Quality assure and positively influence the daily performance environments (DPEs) of pathway athletes, ensuring expert developmental coaching as the priority
- Design and deliver an innovative and effective High Performance Parent Program to enhance parental support in athlete development.
- Drive alignment between State Pathway Programs and the AusTriathlon High-Performance Pathway, ensuring seamless athlete progression from local development environments to national and international high-performance arenas
- Work collaboratively with the Performance Manager – Academy and Head of Paralympic Program to foster excellent relationships with the National Institute Network (NIN) to align pathway priorities and resources to support the emerging athlete i.e., educational remit
- Act as Team Leader at designated World Triathlon events as requested by the HPD
- Design and implement tracking and monitoring processes to report on athlete progression, retention, and attrition rates aligned with WITTW
- Create and deliver educational opportunities at national events for athletes, coaches, and parents.
- Design and deliver tracking systems for key performance metrics across the athlete development pathway, using data insights to inform strategic decisions.
- 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**

- Double the number of athletes meeting entry standards into Ascent Academy
  - 80% Aspire athletes meet >85% of annual prescribed training
  - >75% satisfaction on AusTri 'adding value to my performance progression' as experienced by athletes, parents
  - >80% of Aspire athletes and parents have confidence in their DPE, including quality of coach, to help them realise their performance goal
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## QUALIFICATIONS AND EXPERIENCE

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

- Extensive experience (5+ years) in talent development, coaching, or high-performance sports 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 managing performance pathways or development programs within elite sport settings and delivering transformational impact (E)
  - Strong understanding of athlete development principles, including physical, technical, tactical, and mental aspects (E)
  - Experience working with multiple stakeholders, including NIN partners, coaches, athletes, and parents (E)
  - Exceptional communication, negotiation, and relationship management skills (E)
  - Proficiency in performance analysis software and data interpretation for talent tracking and assessment (D)
  - Excellent understanding of triathlon or comparable endurance sports (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

<p><b>ATHLETE-CENTRED:</b></p> <ul style="list-style-type: none"><li>• Commit to athlete-centred support where 'person' and 'performer' is promoted, and expected</li><li>• Tailor our support to athletes, to meet their specific needs, respecting their individuality and personal goals</li></ul>	<p><b>PROVEN HIGH PERFORMANCE LEADERSHIP &amp; MANAGEMENT:</b></p> <ul style="list-style-type: none"><li>• Recruiting and leading high performing individuals to drive the implementation of the 2032+ HP Strategy, drawing on advanced, contemporary leadership skills</li><li>• 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</li></ul>	<p><b>DEMONSTRATED STRATEGY INTO ACTION:</b></p> <ul style="list-style-type: none"><li>• Translate high level concepts into effective day to day prioritisation, delivery, management and implementation, coaching colleagues to drive through progress</li><li>• Possess high levels of self-care strategies to effectively and resiliently work through change</li><li>• Proactively troubleshoot blockages, remaining resilient and applying a 'can do' focus</li></ul>
<p><b>HIGH PERFORMANCE CULTURE AND BEHAVIOURS:</b></p> <ul style="list-style-type: none"><li>• Actively support and uphold HP values and behaviours that are conducive to delivering win well, high performance outcomes</li><li>• Strong appetite to learn, share ideas and work as a team</li><li>• 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</li><li>• Hold difficult conversations constructively and proactively</li></ul>	<p><b>STAKEHOLDER MANAGEMENT AND INFLUENCE:</b></p> <ul style="list-style-type: none"><li>• 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</li><li>• Exemplary, proactive and professional written and verbal communication delivered with impact and influence</li><li>• Maintain networks nationally and internationally that draws on relationships to exchange ideas, resources, contacts, and expert know-how</li></ul>	<p><b>TEAMWORK:</b></p> <ul style="list-style-type: none"><li>• A commitment to no "precious professional boundaries" - we freely and willingly share information and learnings</li><li>• Recognise the unique strengths, perspectives and experiences of others and encourage collaborative approaches to deliver performance outcomes</li><li>• Foster deep levels of trust within our Team to create a safe and enterprising environments</li></ul>

NAME:

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SIGNATURE:

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DATE:

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