



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 – PERFORMANCE COACH ADVISOR(S)

The AusTriathlon High Performance Program has launched its ambitious 2032+ Strategy, guided by the Vision: *"Extraordinary Performances and People Inspiring the Nation."* This strategy is designed to elevate Australian Triathlon on the world stage, with even better support to our nation's top athletes as we pursue success in LA2028 and importantly, Brisbane 2032. At the core of this Vision is expert, future focussed, and inspiring coaching for our athletes.

Our 2032+ Strategy sees an unwavering commitment to advancing more and better support to our current and future coaches working across the pathway - especially those guiding podium-level and Ascent Academy athletes on trajectories towards LA2028. The AusTriathlon Performance Coach Advisor role, a non-coaching position, is dedicated to working hand in glove with identified Performance coaches, guiding, constructively challenging and strengthening their coaching craft to maximize their athletes medal winning potential.

Reporting to the High Performance Director, the Performance Coach Advisor (or Advisors if the requirements and expertise reaches across more than one person) will cultivate a collaborative, team-based coaching culture focused on uniting identified Performance coaches to work together and bringing in specialist coaches to give our athletes a competitive edge. With a proven track record in preparing athletes for medal success in elite professional, Olympic, or Paralympic arenas, you'll bring unmatched coaching expertise, performance planning and an unreserved willingness to share your insights, supporting coaches to outcoach the world.

This unique leadership role offers the chance to work closely with, and support, Australia Triathlon top and emerging coaches as they guide their athletes towards success in LA2028 and Brisbane 2032.

Job Description

POSITION TITLE:

Performance Coach Advisor(s)

POSITION GOAL

Identify and support identified Performance Coaches

POSITION OUTCOME

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

REPORTS TO:

High Performance Director

DIRECT REPORTS:

N/A

**POSITION
CAPABILITIES AND
RESPONSIBILITIES**

- Develop highly credible and influential relationships with coaches of Podium level and Ascent Academy athletes to support medal winning campaigns focussed on success in LA2028 and high potential for 2032
- Informed by WITTW, analyse and annually identify Podium Campaign and Ascent Academy athletes and coaches
- Facilitate the development of quality athlete plans and reviews with athletes, coaches and PST's, driving performance improvements and gap to podium
- Collaborate with, coach and support identified Performance coaches to ensure training practices are aligned with the demands of competition, the individual athlete's strengths and weaknesses and WITTW
- Introduce and coordinate specialist sport specific coaches to work with identified athletes and coaches to address performance gaps identified through the athlete planning process
- Contribute to impactful fortnightly 'Performance Meetings' that ensures athletes are tracking towards WITTW standards. Formulate robust tracking systems that effectively case manage athletes, pinpointing the gaps and necessary interventions
- Guide and support Podium and Ascent Academy athletes, coaches and PSTs in adopting leading edge training science to underpin medal winning plans for LA and 2028
- Instil and uphold the highest level of professional conduct, performance standards and behaviours across the coaching team and athlete cohort.
- In collaboration with the Performance Support teams, drive interventions to ensure athlete availability remain at acceptable limits, is reported on, and acted on with urgency when required
- Ensure performance PSTs add value, problem solve and build trusting relationships with athlete and coach
- Lead a 4 year innovation program that ensures equipment, attire and training methods leverage a competitive advantage for athletes
- Contribute to the establishment of international DPEs to support Podium Campaign and Ascent Academy athletes while abroad training and competing
- Uplift identified Performance coaches' curiosity in the adoption of modern coaching science, methodologies and behaviours
- Create a collaborative and united Coach community that is focused on beating the world - not each other
- 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

KPIs

- Meet Olympic and Paralympic 2028 Medal Targets
 - 80% of Podium Athletes improving year on year against WITTW
 - 80% Podium athletes meet >85% of annual prescribed training
 - Year-on-year increase in satisfaction scores on 'coach effectiveness', and 'PST trust and confidence to add value to my performance goals' captured through DPE Insights survey
 - >85% Athlete and Coach pairs report high trust and confidence in PSTs captured through DPE Insights survey
 - Year-on-year increases in the number of HP coaches coaching in the system displaying modern coach behaviours
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QUALIFICATIONS AND EXPERIENCE

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

- Demonstrable experience coaching multiple elite athletes to international podium success (E)
 - Comprehensive understanding of performance planning and integration of Performance Support specialist to maximise athlete potential (E)
 - Skill in managing relationships and aligning diverse interests towards achievement of athlete goals
 - Extensive experience in senior leadership, management, or high-performance coaching positions (E)
 - Impeccable track record of adhering to the highest standards of ethical and professional practice i.e., antidoping, professional behaviours etc
 - A bachelor's degree or above with units of study relevant to the duties of the position
Note: In the case of an international candidate, a bachelor's degree or above may be required to meet visa requirements (D)
 - 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>ATHLETE-CENTRED:</p> <ul style="list-style-type: none">• 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	<p>PROVEN HIGH PERFORMANCE LEADERSHIP & MANAGEMENT:</p> <ul style="list-style-type: none">• 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	<p>DEMONSTRATED STRATEGY INTO ACTION:</p> <ul style="list-style-type: none">• 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
<p>HIGH PERFORMANCE CULTURE AND BEHAVIOURS:</p> <ul style="list-style-type: none">• 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	<p>STAKEHOLDER MANAGEMENT AND INFLUENCE:</p> <ul style="list-style-type: none">• 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	<p>TEAMWORK:</p> <ul style="list-style-type: none">• 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:

