



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 MANAGER - ACADEMY

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 strive to win, and win well in LA2028 and importantly, Brisbane 2032.

A cornerstone of this new strategy is the creation of the Ascent Academy - a high-performance, specialised development centre dedicated to accelerating the medal potential of our sport's most talented athletes and coaches as they advance towards LA 2028 and Brisbane 2032. The Academy will offer an all-in-one, elite development environment focussed on expert triathlon coaching, specialist coaches in swim, bike, and run disciplines, as well as a world class Performance Support Team (PST) in performance health, training science, and athlete wellbeing. The Academy is committed to cultivating a high-performance culture, where athletes with world-stage aspirations train, grow and strive to accomplish ambitions goals together.

Reporting to the High Performance Director, we seek a experienced leader in high performance to spearhead the establishment of and lead the daily operations of the Ascent Academy. As Performance Manager - Academy, you'll leverage your extensive experience with supporting developing and podium campaign athletes and coaches to build a contemporary high-performance environment that fully unlocks the potential of everyone involved.

This is a rare, hands-on leadership opportunity to work alongside coaches, athletes, and support teams, making a direct impact on our performance goals for LA 2028 and Brisbane 2032.

Job Description

POSITION TITLE:

Performance Manager - Academy

POSITION GOAL:

Professionally and holistically support athletes and coaches to meet the demands of AusTriathlon Podium Campaign Program

POSITION OUTCOME:

An oversupply of Academy athletes meet Podium categorisation (WITTW) standards

REPORTS TO:

High Performance Director

DIRECT REPORTS:

Ascent Coaches x 2;
Performance Support Team (7-8) –
Direct and Indirect (QAS)

BUDGET ACCOUNTABLE FOR:

- \$TBA

**AUS
TRIATHLON**

**POSITION
CAPABILITIES AND
RESPONSIBILITIES**

- Design and deliver the Ascent Academy 'athlete experience', prioritising the role of specialist development coaching, a learning environment, underpinned by a structured four-year curriculum to equip athletes for future medal success
- Recruit, manage and support the two Ascent coaches within the Academy
- Recruit, lead, and develop a highly collaborative and integrated Performance Support Team (PST) that work well to support coaches in providing daily services to Ascent Academy athletes, as well as campaign podium level athletes
- Oversee the PST to provide National Technical leadership across a dispersed network of Institute providers supporting 'Associate' Ascent athletes as well as Paralympic athletes operating outside the Ascent Academy
- Manage daily operations of the Ascent Academy, guided by robust annual and quadrennial plans
- Collaborate with and support the Ascent 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 insist on growth beyond triathlon through education, employment, apprenticeships and community engagement activities
- Oversee onboarding, induction and transition process for Ascent Academy athletes, parents, and coaches to facilitate smooth transitions into, and out of the centre, and an understanding of the support provided along with performance and behavioural expectations
- Engage with podium campaign athletes and 'Associate' Ascent athletes, and their coaches (outside the centre) to ensure they have strong performance plans, regular reviews, connectivity to the Ascent Academy, and supportive Daily Training Environments
- Act as Team Leader at designated World Triathlon events as requested by the HPD
- Lead the annual reviews of Ascent Academy and 'Associate' Ascent athletes, robustly tracking and reporting on progress, and ensuring actionable insights
- Communicate regularly with the high-performance community, HP Advisory Group and Board on progress of the Ascent Academy
- Actively promote the National Ascent Academy's offerings and vision to athletes, coaches, and parents, creating clarity and enthusiasm for its goals
- Research and network world's best development centres (within, & outside sport) Nationally and Internationally, to inspire the delivery of the Ascent Academy
- 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

- Full quota of Olympic athletes qualified for LA28 (x3 males and x3 females)
 - Annually, 75% Ascent Academy athletes track in line with (or ahead of) categorisation progression and WITTW
 - Year-on-year increase in number of athletes meeting Ascent categorisation standards
 - Year-on-year increase in satisfaction scores on 'effectiveness of coaching' and 'confidence of DPE' as experienced by Ascent Academy athletes and reported through DPE Insights survey
 - 80% Ascent athletes 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
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- 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

QUALIFICATIONS AND EXPERIENCE

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

- Extensive experience in working with, and or overseeing the developing athlete and coaches (E)
 - Experience leading and managing expert Performance Support practitioners to work effectively with coaches and athletes (E)
 - Applied knowledge and understanding of development environments that are conducive to delivering high performance sport outcomes (E)
 - Experience in senior leadership, management, or high-performance coaching positions (E)
 - A bachelor's degree or above with units of study relevant to the duties of the position or business experience equivalent. Note: In the case of an international candidate, a bachelor's degree or above may be required to meet visa requirements (D)
 - Specific qualification in leadership and management training e.g. MBA (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:

