



# Job Description

## POSITION TITLE:

Ascent Academy Coach(es)

## POSITION GOAL:

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

## POSITION OUTCOME:

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

## REPORTS TO:

Performance Manager - Academy

## DIRECT REPORTS:

Nil

## BUDGET ACCOUNTABLE FOR:

Nil

**AUS  
TRIATHLON**

## 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 – ASCENT ACADEMY COACH(ES)

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 Performance Manager - Academy, we seek passionate and knowledgeable high-performance coach(es) to implement contemporary coaching practices to accelerate the development of athletes within the Academy. You'll leverage your experience in working with a highly skilled performance support team and other coaches to build a high-performance environment that fully unlocks the potential of everyone involved.

This is a rare, high performance coaching opportunity to work with some of the countries best developing athletes, making a direct impact on our performance goals for LA 2028 and Brisbane 2032.

**POSITION  
CAPABILITIES AND  
RESPONSIBILITIES**

The Ascent Academy Coach(es) plays a crucial role in identifying, developing, and mentoring aspiring elite triathletes. This position requires a passionate and experienced coach with a proven track record of success in guiding athletes towards achieving their peak performance potential. Key responsibilities include:

- **Athlete Identification and Onboarding:**
    - Assist in identifying and recruiting talented young triathletes with high potential
    - Design and deliver the Ascent Academy 'athlete experience', prioritising the role of specialist development coaching, a learning environment, underpinned by a high quality daily training environment
    - Build strong relationships with 'Associate' Ascent athletes, and their coaches (outside the centre) to ensure they maximise the offerings of the Ascent Academy
    - Implement a quality onboarding 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
    - Build strong relationships with athletes and their support network to foster trust and support.
  - **Performance Planning, Program Design and Implementation:**
    - Collaborate with the Performance Coach Advisor(s), specialist coaches and Performance Support Team (PST) to implement highly impactful Athlete Plans and conduct reviews that drive performance improvement of athletes aligned to 'What It Takes To Win' (WITTW)
    - Develop and implement individualised training plans best utilising the performance support team and specialist coaches that address the specific needs and goals of each athlete.
    - Collaborate with the Wellbeing and Engagement Lead to integrate 'Win Well' life plans into athlete plans
    - Providing ongoing improvement, monitoring and evaluation of athlete performance in skills, technique, physical preparation and psychological preparation for competition.
  - **Coaching and Mentorship:**
    - Provide expert coaching and guidance on all aspects of triathlon, including physical preparation, technical proficiency, race strategy, and mental preparation.
    - Creating and maintaining a high-quality daily training environment, maximising the physical resources and expertise available
    - Effectively Integrate and embed performance support services that have a measurable impact on athlete performances
    - Develop and implement the programs values and behaviours and ensure quality performance behaviours are embedded into within the Academy
    - Supporting the holistic development for athletes as individuals, instilling high quality performance behaviours conducive to being a world class athlete
  - **Competition/Camp Support:**
    - Plan, lead and deliver national and international Ascent Academy camps, creating a learning environment and instilling quality performance behaviours
    - Providing direct coaching services and competition support to Ascent Academy athletes at national and international camps/competitions and to national squads/teams
    - Analyse race performance and provide athlete feedback for improvement.
  - **Data Analysis and Tracking:**
    - Utilise contemporary technology and data analysis tools to assist with monitoring athlete progress and identify areas for improvement.
  - **Professional Development:**
    - Work collaboratively with the Performance Coach Advisor(s), other coaches and industry experts to continuously enhance coaching knowledge and skills through professional development courses, workshops, and conferences.
    - Stay abreast of the latest research and best practices in triathlon coaching and athlete development.
  - **Administrative Duties:**
    - Maintain accurate records of athlete training and performance data.
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- Assist with the administration of the Ascent Academy program.
- Contribute to the overall implementation of the 2032 high performance strategy

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## 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

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## QUALIFICATIONS AND EXPERIENCE

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

- Proven experience as a high-performance triathlon coach (E)
- Excellent technical knowledge and understanding of “What it Takes to Win” in the sport (E)
- Applied knowledge and understanding of development environments that are conducive to delivering high performance sport outcomes (E)
- Excellent communication, interpersonal and motivational skills (E)
- Proven ability to work collaboratively as part of a team (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)
- Experience in coaching and developing young athletes (E)
- Experience in working effectively with a performance support team (D)
- Experience with integrating technology and monitoring tools into the training program (D)

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## PERSONAL ATTRIBUTES

- Passion for triathlon and athlete development
  - Highly motivated and results-oriented
  - Growth mindset with willing to embrace new ideas
  - Ability to build strong relationships and work as part of a team
  - Strong work ethic and commitment to achieving excellence
  - High professional and ethical standards
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