



# Job Description

## POSITION TITLE:

Paralympic Pathways Coach

## POSITION GOAL:

Identify, retain and optimise athlete progression into and through the paralympic performance pathway

## POSITION OUTCOME:

An oversupply of para-triathletes meet Podium categorisation (WITTW) standards

## REPORTS TO:

Head of Paralympic Program

## 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 – PARALYMPIC PATHWAYS COACH

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.

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.

Reporting to the Head of Paralympic Program, we seek a passionate and knowledgeable Paralympic Pathways Coach to identify, assess and develop potential para-triathletes. You'll coordinate and conduct talent identification and development camps through the para-performance hubs and collaborate with other coaches, performance support staff and stakeholders to ensure quality athlete plans are in place that address individual athlete needs.

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

**POSITION  
CAPABILITIES AND  
RESPONSIBILITIES**

The Paralympic Pathway Coach plays a crucial role in identifying, developing, and nurturing emerging talent within the Australia Para-triathlon pathway program. This position requires a passionate and experienced coach with a proven track record of identifying and developing emerging para-athletes towards becoming internationally successful para-triathletes. Key responsibilities include:

- **Athlete Identification and Onboarding:**
    - Proactively identify and assess potential para-triathletes within the designated pathway
    - Conduct talent identification/transfer camps and trials.
    - Foster highly influential partnerships with Disability agencies, School Sport Disability services, rehabilitation centres and allied health practitioners to assist identifying potential talented athletes.
    - Assist in the design and launch of the Para-triathlon performance pathway development framework, educating athletes, coaches, parents and stakeholders on the para-triathlon performance pathway
    - Support the establishment and implementation of a robust and ethical classification strategy and underpinning processes.
    - Implement a quality onboarding and transition process for athletes, parents, and coaches to facilitate smooth transitions for athletes progressing through the pathway, and an understanding of the support provided along with performance and behavioural expectations
    - Build strong relationships with athletes, coaches, parents and their wider network to foster trust and support.
  - **Performance Planning, Program Design and Implementation:**
    - Collaborate with other 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)
    - 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.
  - **Competition/Camp Support:**
    - Plan, lead and deliver national paralympic talent identification and development camps through the para-performance hubs, creating a learning environment and instilling quality performance behaviours
    - Work collaboratively with the VIS, Paralympics Australia and other system partners to design and deliver a world class camps-based Para-performance hub environment
    - Act as lead coach across para-pathway activities in supporting the development of para-triathletes at national and international camps/competitions and to national squads/teams
    - Work with PA, VIS and other system partners to ensure optimal resourcing and integration of performance support services that have a measurable impact on athlete performances
    - Analyse race performance and provide athlete feedback for improvement.
  - **Coaching and Mentorship:**
    - Provide expert coaching and guidance on all aspects of triathlon, including physical preparation, technical proficiency, race strategy, and mental preparation.
    - 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
  - **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.
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- Stay abreast of the latest research and best practices in para-specific knowledge, triathlon coaching and athlete development.
- **Administrative Duties:**
  - Maintain accurate records of athlete training and performance data.
  - Assist with the administration of the Paralympic Pathway program.
  - Contribute to the overall implementation of the 2032 high performance strategy

## KPIs

- An increased number of Paralympic athletes qualified for LA28
- 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.

## QUALIFICATIONS AND EXPERIENCE

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

- Extensive experience (5+ years) in high-performance Paralympic environments (E)
- Proven track record in finding, developing and nurturing paralympic athletes to podium performances (E)
- Proven experience as a high-performance coach of para-athletes (E)
- Strong understanding of classification and implications on the performance preparation of paralympic athletes (E)
- Applied knowledge and understanding of paralympic development environments that are conducive to delivering high performance sport outcomes (E)
- Comprehensive knowledge of Para-sport systems, including talent pathways, classification processes, and unique challenges within para-sport (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)
- Proven ability to work collaboratively as part of a team (E)
- Working with Children Clearance & Police Checks (E)
- Excellent technical knowledge and understanding of "What it Takes to Win" in the sport (D)
- Awareness of, and ability to work in accordance with AusTriathlon's Safeguarding and Children and Young People policies (E)
- Experience in working effectively with a performance support team (D)
- Experience with integrating technology and monitoring tools into the training program (D)

## PERSONAL ATTRIBUTES

- Passion for para-sport, 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

