

Role Summary



The AA/QAS High Performance Coach is responsible for delivering coaching services to AA's nationally targeted athletes with the goal of achieving medal-winning performances at international benchmark events in Jumps and Para Sprints/Jumps.

The position works in partnership with AA and the QAS to drive collaborative relationships with a networked team of high performance sport providers and personal coaches. The AA National Head Coach and the QAS Senior Coach – Jumps will support technical direction and delivery, informed closely by individual (NASS gap to podium) athlete plans, pathway development opportunities and available resources.

The AA/QAS High Performance Coach position will engage with the emerging AA High Performance Coach Development strategy, with a focus on proactively committing to continuous learning in line with the AA HP System Coach Success Profile (attached).

Position title:	AA/QAS High Performance Coach (Jumps/Sprints)
Version:	2.1
Date prepared:	1 st August 2017
Department:	High Performance
Organisation:	Athletics Australia
Location:	Queensland Academy of Sport, Nathan, QLD
Program partners:	Athletics Australia & Queensland Academy of Sport
Basis:	Full time contract role ending 30 April 2019 (6 months' probation and subject to review)
Award:	Sporting Organisations Award 2010
Range:	Up to \$70,000 p.a. package
Special:	This position will require some after hours and weekend work. In addition to annual leave entitlements under the National Employment Standards and with respect to clause 25.2 of the Sporting Organisations Award 2010, an additional 5 days' annual leave for each year of service is entitled. As a consequence of this provision you will be exempt from AA's Time in Lieu Policy.
Reports to:	AA System Coach High Performance Team <i>Internal</i> <ul style="list-style-type: none"> - QAS High Performance Director - QAS Senior Coach - Jumps - QAS / QA State Performance Coordinator <i>External</i> <ul style="list-style-type: none"> - AA National Head Coach - AA Paralympic Program Manager - AA Project Consultant HP Coaching (interim)
Reports	Nil
Key relationships:	Athletics Australia coaches, athletes and staff Australian Institute of Sport Australian Paralympic Committee Para Sport Division Queensland Academy of Sport coaches, athletes and staff Queensland Athletics

Role Context	
Mission	<p>The purpose of the role is to support AA's athletes to reach their full potential. It aims to grow and enhance high performance coaching services for nationally targeted athletes to achieve medal winning performances at international benchmark events in</p> <ul style="list-style-type: none"> • Para Sprints/Jumps • Jumps
Strategic Alignment	<p>The Strategic Vision for Athletics by 2030 highlights the deliverables for High Performance and prioritises the enhancement of coaching systems.</p> <p>This role will support the AA and QAS Strategic Vision to:</p> <ul style="list-style-type: none"> • Promote the 'OneSport' and 'OneClub' ethos, ensuring all parts of the sport are aligned, pathways are clear and complete and there are no barriers to entry or development • Closing the gap between athlete performances and the podium through enhancing coaching and support systems. • Provide for the NASS cohort comprehensive access to a Daily Training Environment (DTE) and to Sport Science Sport Medicine (SSSM) support through partnerships with NSO/NIN. • Continue to build a culture of high performance excellence, supporting coaches and developing a professional career pathway and preparing our athletes to be successful on the international stage.
Outcomes	<p>Aligning to AA and QAS High Performance vision, values and coach success profile:</p> <ul style="list-style-type: none"> • Lead, develop and deliver a high performance DTE for identified national able bodied and para athletes in line with agreed AA/Australian Winning Edge (AWE) and QAS targets (with a specific coaching focus on Jumps). • Contribute to agreed national projects that may include a focus on ongoing leadership support for Para National Junior Personal Coaches and/or local TTP contributions

Key Stakeholder Relationships	
Internal	AA Head Coach, QAS Senior Coach - Jumps, AA High Performance Director, QAS High Performance Director, AA QAS State Performance Coordinator, AA Paralympic Program Manager, AA HP Department staff, QAS staff, QAS Performance Service Unit, QAS Physical Performance Unit, other AA System employed coaches
External	QA, AA NASS supported Personal Coaches, Queensland Athletics Clubs, Australian Institute of Sport Service Providers and/or SIS/SAS providers, Australian Paralympic Committee

Key Accountabilities

- Promote and commit to a high-performance culture promoting AA's and QA's vision and values and coach success profile.
- In consultation with the AA National Head Coach and QAS Head Coach, implement and deliver an integrated coaching plan (4 year to daily) for identified national able bodied and para athletes in line with agreed AWE targets (with a specific coaching focus on jumps).
- Coordinate the identification and nomination of athletes on NASS support in accordance with QAS and AA athlete selection criteria and processes.
- Ensure the effective delivery of training and competition approaches that align with the AA High Performance System Coach Success Profile, by implementing a high performance daily training environment that leads to commitment, excellence and continuous performance improvement.
- Coordinate resources and collaborate with a support services team based on identified and agreed needs in line with the individual (NASS gap to podium) athlete plans.
- Provide written and verbal feedback to QAS and AA staff, key program stakeholders and athletes through reports, meetings and the development and management of individual athlete performance plans, service level agreements, and annual program plans.
- Support and assist the long-term development of QAS and AA athlete and coaching pathways (both able bodied and para sport) by:
 - Informing and providing technical and strategic coaching leadership and contributions as agreed
 - Facilitating a learning culture amongst local, state and national coaches (with a focus on enhancing support to Para Personal Coaches).
 - Assisting in the talent identification of TTP athletes and coaches that support the Junior National program
- Develop and effectively manage working relationships with internal and external stakeholders by maintaining regular and timely communication on planned activities, resource needs, program requirements and athlete expectations.
- Commit to continuous learning and building coaching capability in line with the AA High Performance system coach success profile.
- Liaise with AA National Junior Coordinators (NJs) and act as central point of contact for external Personal Coaches in relation to athlete performance and support resources.
- Fulfil the duties of a National Team Coach (*as agreed and if appointed*) whilst attending planned competitions with athletes.
- Fulfil the duties as a Coach during international classification periods to upskill and support para athletes as required and agreed.
- Drive agreed national projects, with an immediate focus on informing the Centre of Excellence (CoE) Amputee project and AA HP Coaching Project)
- Monitor, prioritise and manage operational issues as they arise

These responsibilities should be read in conjunction with the Athletics Australia's Workplace Health & Safety policy and procedures.

Potential Career Pathway	Suggested Development Experiences
Senior Athletics Coach (NSO/NIN) Athletics Director (school environment) HP Pathways Manager (state or national) HP Coach Development Manager (all levels) HP Talent Transition Manager HP Performance Coordinator (state or national) Para-Athletics Coach/Manager (multiple roles)	Coaching Leadership Effective project management High level accountability Stakeholder relationship support Facilitating performance conversations Communication for influence Team management Advanced training science knowledge and applied understanding Operational decision making Managing conflict Change ready strategies Managing high profile athletes

Qualifications/experiences
<p>Desirable</p> <ul style="list-style-type: none"> - Tertiary level qualification in exercise science (or equivalent), or actively working towards completion. - Developing an understanding of the use of biomechanics, motor learning and/or physiology in coaching - AA Level 2 coaching accreditation (or equivalent), with a commitment to commencing and/or obtaining the next level coaching accreditation within 12 months. - Exposure to the needs of internal and external sport service partners, including the coordinated provision of athlete services in SSSM and Physical Preparation. - Demonstrated high quality organisational, planning and communication skills (in coaching or similar type people-based environment), with a focus on developing and implementing long term plans that support and monitor athlete performance <p><i>(If your qualification is from an overseas institution, you will need to attach a certified copy of the official recognition to your application. For more information about obtaining official recognition of your overseas qualification, email skillsrecognition@deta.qld.gov.au)</i></p> <p>Essential</p> <ul style="list-style-type: none"> - A valid Blue Card (unless otherwise exempt). For further information, please refer to the Blue Card Services (www.bluecard.qld.gov.au) - Drivers Licence, First Aid Certificate & Current CPR - Australian citizenship, or have permanent residency status, or a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa permitting you to work for the length of the temporary appointment.

Application Details	
Enquiries	<p>Rohan Short Athletics Australia, Project Consultant – High Performance Coaching (03) 8646 4550</p>
Format	<p>Applicants should submit their covering letter and resume by email to recruitment@athletics.org.au by Sunday 10th September.</p> <p>Applicants should review the full Position Description and High Performance System Coach Success Profile for this role (available from career section of the Athletics Australia web site, www.athletics.com.au) and ensure all applications include:</p> <ul style="list-style-type: none">• A cover letter that summarises relevant qualifications and experience, and addresses the selection criteria (2 pages max.)• A current Curriculum Vitae, including relevant qualifications, work history and details for three referees (3 pages max.) <p><i>The selection process will assess candidates against the Athletics Australia High Performance System Coach Success Profile (see below). The panel will only consider applications, which include a Cover Letter addressing the selection criteria.</i></p>

AA High Performance System Coach Success Profile

Experience	Knowledge
<p>Demonstrated coaching excellence at a pinnacle event and/or experience within international or domestic high performance environments that have given rise to athlete achievement.</p> <p>Development and implementation of long term plans that demonstrate best practice in supporting and monitoring the Daily Performance Environment of athletes.</p> <p>Leading, building and engaging a network of sport service providers and personal coaches to implement strategies that foster collaborative relationships and achievement at the highest level.</p> <p>Creating and executing influence strategies that persuade key sport partners to leverage opportunities, solve problems, adapt and take action.</p> <p>Proven ability to build rapport and use effective communication strategies in a range of internal and external contexts.</p> <p>Experience driving peer engagement and understanding coaching (broadly defined).</p> <p>Demonstrated commitment to contribute and lead whole of sport initiatives and ongoing professional learning for self and others.</p> <p>Allocating and managing financial resources to support sport and athlete performance outcomes.</p>	<p>An understanding of the standards, demands and integrity requirements on athletes and coaches within a high-performance environment (domestic and international).</p> <p>Demonstrated understanding of the needs of internal and external sport partners (e.g., SIS/SAS, other HP coaches, individual service providers).</p> <p>High level knowledge designing planning strategies that map athlete process, monitor performance, identify resource gaps and apply a continuous performance improvement approach.</p> <p>Comprehensive knowledge of effective athlete and coach development methods, including knowledge of modern approaches in teaching and learning across the lifespan.</p> <p>Tertiary level knowledge in sports science/medicine, sports coaching or a related field that demonstrates integration of best practice approaches and principles from connected disciplines.</p> <p>A high level of athletics specific 'technical' understanding and appropriateness of its application across diverse learning and in-competition situations.</p> <p>Broad knowledge of communication methods and personality attributes that drive and influence behaviour.</p>
Competencies	Personal Attributes
<p><i>Interpersonal:</i> Building partnerships Influencing Communication</p> <p><i>Leadership:</i> Coaching & Developing Others Aligning Performance & Accountability for Success Creating a Culture of Trust Driving Innovation</p> <p><i>Business/Management:</i> Selecting Talent Planning & Organising Driving Implementation</p> <p><i>Personal Attributes:</i> Continuous Learning & Reflection Adaptability</p>	<p>Able to relate to others in various roles (people-person) Approachable (e.g., engaging, welcoming, warm) High Emotional Intelligence Acceptance of others</p> <p>Self-Managing (objective & reflective) Realistic and rational Inquisitive</p> <p>Growth Mindset Comfort with change, complexity and ambiguity Resilient (forward-focussed)</p> <p>Calm (inner & outer) Acts with integrity and transparency Displays confidence, assertiveness and passion Team Player Pro-active</p>