

- National Sport Organisation - Olympic Sport!
- Senior leadership position

ABOUT PADDLE AUSTRALIA

Paddle Australia is the peak sporting body for paddling in Australia. The paddling disciplines include: Canoe Sprint, Touring, Canoe Polo, Flatwater Racing, Canoe Slalom, Freestyle, Wildwater Racing, Sea Kayaking, Canoe Sailing, and Canoe Marathon.

Canoe Sprint is one of the best known competitive canoeing disciplines in Australia due to its inclusion in the Olympic Games since 1936. Australia has had 84 athletes participate in Canoe Sprint at the Olympic Games, winning 18 Olympic medals (2 Gold, 5 Silver and 11 Bronze).

The National Canoe Sprint High Performance program includes four State Institute/Academy (SIS/SAS) Programs based in Queensland, NSW, South Australia and Western Australia.

NATIONAL TECHNICAL DIRECTOR - CANOE SPRINT

Working closely with the National Performance Director (NPD), the National Technical Director - Canoe Sprint is a senior leadership position responsible for leading, developing and facilitating the technical direction of the National Canoe Sprint High Performance Program.

The position requires outstanding leadership and communication skills to effectively facilitate national coach engagement, continuous development and management of each member of the National Coaching Team as well as ensuring a positive and effective performance culture is established and maintained across the National Canoe Sprint High Performance Program.

To be considered for this role you must have extensive experiences coaching Sprint Kayaking at World and Olympic level. You will also have demonstrated success in the leadership and management of coaches, support services and athletes in a high performance environment whilst effectively managing all operational aspects of the program.

With only a year until the next Olympic Games, this is an exciting opportunity to drive the continued success of a medal winning high performance program.

Internationally based candidates are welcome to apply.

- Provide technical leadership of the national program
- Location negotiable with domestic and international travel

KEY RESPONSIBILITIES

The National Technical Director - Canoe Sprint will focus on:

National Senior Team

- Be Team Leader at major international competitions (Olympic Games, World Championships and World Cup Events)
- Provide leadership and support to the National Sprint Coaches within each SIS/SAS and ensure there is a consistent approach to the technical standards developed and delivered to the High Performance athletes
- In conjunction with the National Sprint Coaches and performance support staff, establish detailed annual performance plans for the national sprint program incorporating national team camps and competitions
- Make recommendations to the National Performance Director in regard to matters relating to the operation of the National Senior Team, e.g. staffing levels and equipment requirements etc.
- Oversee, organise and facilitate National Senior and U23 Team Camps

High Performance Program

- Be an active member of the National Canoe Sprint High Performance Program senior leadership team
- Contribute to setting the strategic and operational direction for the National Canoe Sprint High Performance Program
- Working with the NPD, develop and maintain a positive and dynamic performance team culture built on agreed team values
- Establish, lead and facilitate the selection process for all National Senior and U23 sprint teams
- Make recommendations to the National Performance Director in establishing the annual Sprint Program Budget, including capital equipment purchases
- Organise and lead regular and ongoing communication across the national coaching network and national performance support staff
- Drive own Performance Development Plan, actively identifying new areas for learning and committing to a culture of continuous improvement
- Contribute to, and/or prepare reports for the National Performance Director, CEO, the Board or external stakeholders as required

KEY RESPONSIBILITIES (Continued...)

Daily Training Environment

- Undertake regular visits to SIS/SAS Programs and identified Performance Hubs across the country
- Work closely with the National Sprint Coaches and performance support staff within each SIS/SAS to create world class daily training environments incorporating quality performance support servicing and access to outstanding facilities and equipment
- In conjunction with the National Performance Director, participate in the performance reviews of SIS/SAS Coaches as well as evaluation of each SIS/SAS sprint program
- Contributing to the review and performance planning process of each identified nationally categorised athletes, ensuring quality integration of world class performance servicing
- Ensure athlete wellbeing is prioritised within each athlete's individual performance plan

Director of Coaching

- Mentor and provide individual performance coaching for key coaches within the national sprint program coaching network, in particular those within SIS/SAS programs and identified Performance Hubs
- In partnership with the NPD, establish and lead a performance coach forum to provide leadership, direction and challenge to technical coach standards development for the High Performance Program
- Create, develop and review on a six monthly basis, annual Coach Performance Plans for all identified national sprint coaches

KEY PERFORMANCE INDICATORS

Success in this position will be measured by:

- Development and maintenance of a high performing, cohesive and values driven culture
- Regular communication with and attendance at SIS/SAS programs and identified performance hubs
- Provision of exceptional planning and attention to detail
- Establishing and maintaining high performance standards, behaviours and attitudes within the high performance program
- Creation and implementation of a learning environment within the national team environment
- Development of effective relationships with PA, AIS, SIS/SAS and other internal and external stakeholders
- Adhering to PA policy and procedures
- Establishes good interpersonal relationships; makes people feel valued, appreciated and included

- Nationally identified canoe sprint athletes meet PA's performance targets at international benchmark events: World Championships and Olympic Games
- Achieving agreed 'international standard' performance targets and demonstrated improvement within the National Canoe Sprint High Performance Program

KEY RELATIONSHIPS

This position has 6 direct reports and will work closely with:

- National Performance Director
- National High Performance Sprint Coaches (incorporating all SIS/SAS coaches)
- Performance Operations Manager
- National Performance Pathways Lead
- National Performance Support Staff (medical and science team)
- Nationally categorised athletes
- Identified Sprint Performance Centre Coaches and athletes

SELECTION CRITERIA

In addition to demonstrating **relevant experiences across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the National Technical Director - Canoe Sprint role will require a range of personal and professional skills, including:

Qualifications/Experiences

- Extensive experience of coaching Sprint Kayaking at World and Olympic level and of leading coaches, support services and athletes in a high performance environment
- Leadership and management experience with extensive exposure to high performance issues and solutions
- Ability to accurately analyse and translate performance data into meaningful program opportunities and to generate new ideas
- Demonstrated success at managing the operational aspects of a program/project
- Exceptional planning and thorough attention to detail

High Performance Behaviours

- Strong desire and passion to excel at whatever task is at hand, seeking to achieve world-class levels of professionalism, technical delivery and quality standards
- Demonstrated ability to establish and maintain positive working relationships with athlete, coaches, support staff and stakeholders
- Identifies opportunities for improvement and constructively challenges traditional assumptions and methods

NATIONAL TECHNICAL DIRECTOR - CANOE SPRINT, PADDLE AUSTRALIA



SELECTION CRITERIA - Behaviours (Continued...)

- Actively accommodates and implements change initiatives
- A good understanding and/or willingness to learn to utilise technology and performance monitoring tools
- Demonstrates great judgement and creative approaches to challenge traditional technical and training assumptions and in providing solutions
- Uses appropriate techniques and communication strategies to gain acceptance of ideas and plans

General

- Working with Children Clearance in all relevant states

LOCATION AND TRAVEL

The location of this role is negotiable within Australia. Extensive travel throughout Australia and internationally will be required to attend meetings, competitions, training camps and events.

HOURS OF WORK

This is a full time contract position. Due to the nature of the position and the sport industry, some evening and weekend work will be required.

REMUNERATION GUIDE

An internationally market competitive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to discuss their salary expectations with Sportspeople Recruitment prior to applying.

WEBSITE AND SOCIAL MEDIA

Paddle Australia has a comprehensive website which includes information and news items on all facets of its activities, services and programs.

The website address is: paddle.org.au

Facebook: facebook.com/paddle.org.au

Twitter: twitter.com/paddle_aus

Instagram: instagram.com/paddle_australia

LinkedIn: au.linkedin.com/company/paddle-australia

YouTube: youtube.com/c/PaddleAustralia

TIMELINES

Final interviews and the appointment of the National Technical Director - Canoe Sprint, Paddle Australia are scheduled for May, 2019.

The successful candidate would be expected to commence duties as soon as possible.

RESIDENCY AND IMMIGRATION

Paddle Australia will consider internationally based candidates who meet work and character visa requirements and will accommodate time for relocation, should this be required, prior to commencement.

PLEASE APPLY NOW TO AVOID MISSING OUT!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now.

Applications close: Close of Business Tuesday 30 April, 2019

Preferred Format: Candidates must complete and submit the **Sportspeople Recruitment Application Form** at the time of applying. The Form is available as a download at the Sportspeople Jobs Market listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

APPLY TO

Your application should be sent electronically to jobs@peoplerecruitmentgroup.com with the subject identifier of the email to be formatted as follows:

**190321-01 National Technical Director - Canoe Sprint,
Paddle Australia <<Your Name>>**

ENQUIRIES

The National Technical Director - Canoe Sprint, Paddle Australia recruitment assignment is being managed exclusively by **Sportspeople Recruitment** - a specialist division of People Recruitment Group.

In the first instance general enquiries should be directed to Scott Oakhill on 0408 258 337, FREECALL AU 1800 634 388 or +61 2 9555 5000 or via jobs@peoplerecruitmentgroup.com.