

- Olympic team sport
- National strategic leadership position

#### ABOUT WATER POLO AUSTRALIA

Water Polo offers the opportunity for participants aged from six years old to masters to enjoy one of Australia's Olympic team sports. Water Polo Australia (WPA) is the national governing body for the sport of water polo in Australia. WPA is recognised by Sport Australia, the Australian Institute of Sport (AIS), and the Australian Olympic Committee (AOC) and FINA (international governing body) through Swimming Australia Ltd.

WPA is a not-for-profit sporting organisation and as the governing body, WPA undertakes numerous tasks and projects across five strategic elements to create success today, to inspire the stars of tomorrow and to encourage members to be part of a team for life.

With a proud record on the international stage, Australian teams compete around the world including at the Olympic Games, FINA World Championships, FINA World League, FINA World Cup and other tournaments.

#### Organisation Values of Water Polo in Australia:

- We have **FUN**: we love our sport and enjoy the camaraderie of our community
- We are continually in **PURSUIT of EXCELLENCE**: we inspire people to be their best and do their best
- We are **INCLUSIVE**: we are a welcoming community for everyone
- We embrace **TEAMWORK**: we collaborate and act with a unity of purpose in the best interest of the sport
- We act with **RESPECT**: we play fair, ensuring what we do is ethical, transparent, and honest

#### NATIONAL PERFORMANCE DIRECTOR

Reporting to the CEO, the National Performance Director is a member of the WPA Senior Management Team and as such has a leadership role in the delivery of the overall National Strategic Framework, and WPA Operation Plans. Specifically, this role is responsible for the delivery of the National Performance Framework (NPF), the Purpose and Objectives of which are described below.

#### NPF Purpose:

- Identify, develop and optimise Australia's best talent to excel on the international stage, in a manner that optimises the involvement of key stakeholders and inspires future generations to follow.

- Successfully deliver the National Performance Framework
- Location flexible within Australia

#### NPF Objectives:

- Develop and refine the 'Australian Way' which describes the attitude, culture and style of play, that affords Australian teams a competitive advantage against the leading international teams and to ensure it is embedded in programs across Australia.
- Develop and continually refine the understanding of the characteristics of successful performers and utilise this information to inform the talent identification and development processes for players, coaches and referees at all levels.
- Implement a thorough, affordable, collaborative National Age Group Program to optimise the development of identified players, coaches and referees with the attributes to produce sustainable and successful international performances.
- Effectively integrate all elements of the national performance system to ensure the national senior teams are set up for success.

To be successful in this role you will need to be a dynamic and engaging leader with an ability to swiftly build relationships and credibility with international level athletes, coaches, staff and a variety of other stakeholders. A proven business acumen including budgeting, strategic and operational planning is required.

The ideal candidate is tertiary qualified with significant senior management or leadership experience in high performance, elite or professional sport. Knowledge of both international and Australian sport structures and dynamics is required, as is an understanding of athlete development and performance pathways and the drivers to succeed in an elite team sport.

This role presents a unique opportunity to make a positive impact on an Australian Olympic high performance program both strategically and operationally.

#### KEY RESPONSIBILITIES

The principal duties of the National Performance Director:

#### Management of:

- Strategic direction and implementation of the National Performance Framework including Key Performance Indicators for all programs.

## KEY RESPONSIBILITIES - Management of: (Continued)

- Final preparation of both national teams in the lead up to the delayed Tokyo Olympics including the development of risk management strategies to support staff and athletes.
- Development and implementation of the 2024 Paris Olympic Plan for both national teams.
- Performance programs budget, including the application for grant funding for projects which fall within the National Performance Framework.
- Establish strong, effective working relationships with all key stakeholders who are part of the National Performance Framework, including the AIS, NIN Directors, States and National League Clubs.
- Lead and support the development of all direct reports including professional development opportunities.

### Oversight of:

- Operation of the National Selection Panels.
- Delivery and direction of Sports, Science and Sports Medicine Services to all National Programs, including Senior and Age Group Programs.
- Management of all depth charts and succession plans for players, coaches and referees for national roles.
- National Pathways Program including National Age Group Programs and competitions in line with the National Performance Framework.
- Coach enhancement program for current and emerging national program coaches.
- Formation and management of an Innovation and Research Working Group and University Partnerships to drive research in water polo.

### Compliance:

- Monitor, review and manage policies and their application as relevant to the performance programs.
- Prepare and deliver reports to the WPA Board and High Performance Committee as required.
- Prepare and deliver reports as required by stakeholders such as the AIS and AOC.

## KEY RELATIONSHIPS

**Reports to:** Chief Executive Officer

### Direct Reports (7):

- National Team Head Coaches (n2)
- Sports Science Sports Medicine Lead
- Chief Medical Officer
- Athlete Wellbeing and Engagement Manager
- National Pathways Manager
- National Teams Operations Managers

### Internal Stakeholders:

- WPA Board
- Chief Executive Officer
- Chief Financial Officer
- Direct Reports
- National Age Group Head Coaches
- Contracted Service Providers
- Contracted Athletes
- National Selection Panel
- Consultants Engaged to work with National Programs

### External Stakeholders:

- FINA
- Australian Institute of Sport Managers and Sport Specific Contacts
- National Institute Directors, Program Directors and Head Coaches
- National League Clubs and Head Coaches
- University Partners
- Commercial Partners

## 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 Performance Director role will require a range of personal and professional skills, including:

### Qualifications and Experience:

- Tertiary qualifications in management, sports science, high performance, organisational psychology or equivalent
- Significant experience working in high performance, elite or professional sport senior management or leadership roles
- Stakeholder Engagement
  - Experience influencing key stakeholder groups, managing upwards
  - Experience in having difficult conversations, delivering hard messages whilst maintaining relationships
  - Experience managing competing stakeholder demands and needs, experience influencing mutually beneficial outcomes
- Developing and Executing Strategy
  - Experience developing and setting strategy in alignment with a vision
  - Experience executing strategy to achieve set goals
- Organisation, Team and Individual Development
  - Experience successfully building and managing high performing teams and cultures
  - Experience understanding individual personal styles, and developing influence strategies that appeal to different styles within a team in order to get results

## SELECTION CRITERIA (Continued...)

### Knowledge:

- High Performance System Knowledge
  - Understanding of the system structure and how to navigate the complexities of the national system
  - Understanding how the structure and dynamics of international and Australian Sport, including the interrelationships at local, state and national level
- Sport Specific Knowledge
  - Understanding of athlete development and performance pathways and drivers in team sports
- Role Knowledge
  - Knowledge of strategic planning
  - Understanding of stakeholder management, how to manage and leverage complex and diverse stakeholder groups within the system

### Competencies:

- Interpersonal Effectiveness
  - Cultivating networks and partnerships
  - Strategic Influence
- Leadership Impact
  - Driving execution
  - Inspiring excellence
- Business Management Skills
  - Establish strategic direction
  - Operational decision making

### Personal Attributes:

- Authenticity
- Courage
- Driving for results
- Positive Approach
- Demonstrated alignment with Water Polo Australia Values

## LOCATION AND TRAVEL

The base for the National Performance Director is negotiable within Australia. The WPA head office is located in Sydney Olympic Park. The nature of the position will require some domestic and international travel from time to time to attend scheduled meetings, training camps, competitions and events.

## HOURS OF WORK

This is a full time position. Due to the nature of the role and the sport industry, some after-hours work including evenings and weekends will be required to attend meetings, competitions and events. WPA prides itself on providing flexible working arrangements where appropriate.

## CONTRACT TERM

This position will be offered as an initial 2 year contract, with an option to extend for a further 2 years depending on budget and performance.

## REMUNERATION GUIDE

An attractive and competitive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. Water Polo Australia seeks to be an employer of choice and is open to discussions in relation to conditions of employment to attract and retain high quality staff.

At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

## RESIDENCY AND IMMIGRATION

Candidates must be an Australian Citizen / Permanent Resident or have unlimited working rights within Australia to be considered for this position.

## WEBSITE AND SOCIAL MEDIA

For more information and news items on all facets of activities, services and programs visit:

Water Polo Australia website: [waterpoloaustralia.com.au](http://waterpoloaustralia.com.au)

Facebook: [facebook.com/WaterPoloAus](https://facebook.com/WaterPoloAus)

Twitter: [twitter.com/WaterPoloAus](https://twitter.com/WaterPoloAus)

Instagram: [instagram.com/waterpoloaus](https://instagram.com/waterpoloaus)

## TIMELINES

Final interviews and the appointment of the National Performance Director, Water Polo Australia are scheduled for October 2020. The successful candidate would be expected to commence duties as soon as possible by negotiation.

## 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:** 5pm Sunday 4 October, 2020

Preferred Application Format: Candidates must complete and submit the **COMPULSORY Sportspeople Recruitment Application Form** at the time of applying.

# NATIONAL PERFORMANCE DIRECTOR - WATER POLO AUSTRALIA

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## APPLICATION FORMAT (Continued...)

The Application Form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page cover letter 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 via the “apply now” link at the advertisement via [sportspeoplerecruitment.com/jobs](https://sportspeoplerecruitment.com/jobs)

## ENQUIRIES

In the first instance general enquiries should be directed to Scott Oakhill on 0408 258 337 or FREECALL AUSTRALIA 1800 634 388 or +61 2 9555 5000 or via [jobs@peoplerecruitmentgroup.com](mailto:jobs@peoplerecruitmentgroup.com).

The National Performance Director, Water Polo Australia search and recruitment process is being managed exclusively by **Sportspeople Recruitment** - *a specialist division of People Recruitment Group*.