



Position Title:	Para-Sport Participation & Pathway Coordinator (VIC/TAS)
Division:	Sport
Employment Type:	Full-time – Fixed Term (Until June 2023)
Reports to:	Para-Sport Performance Pathway Manager
Location:	Paralympics Australia, Melbourne (Tullamarine)
Date prepared:	August 2020

1. Paralympics Australia Purpose

To support and enhance all Australian Para-athletes who aspire to be Paralympians and in doing so inform and inspire all Australians.

2. Paralympic Australia Values

Para-sports, Para-athletes and Paralympians are at the centre of everything we do. Together we are Tenacious, Proud & Limitless.

3. Position Overview

The Para-sport Participation & Pathway Coordinator is responsible for meeting PA's Paralympic Sport objectives of developing networks and establishing partnerships with all stakeholders capable of supporting Paralympics Australia to achieve our strategic aims. The role will collaborate with NSO, SSO's, SSOD's, NIN, School Sport and other strategic partners to understand and address barriers and deliver programs and initiatives which capitalise on opportunities to increase participation within Paralympic sport pathways.

4. Key Responsibilities

- Build capacity and influence change in key areas affecting the sustainability and effectiveness of the breadth of NSO's Paralympic Pathways at a state/territory level.
- Provide targeted education through range of mediums to key referral stakeholders within Sport, Education, Health and Disability sectors throughout the state/territory, prioritising opportunities to ensure maximum impact for investment.
- Engage and collaborate with NIN and Regional Sports Academy network to increase opportunities and support for Para athletes to engage and progress through their programs.
- Develop key strategic partnerships ensuring an effective, well-structured pathway is available for Para sport programs within the state/territory.
- Link with state-based stakeholders (Disability, Education, Health, NDIS etc) to utilise expertise and programs to contribute towards the identification, nurturing and retention of Para sport athletes within the pathway.

- Deliver State/Territory based Para-sport Pathways workshops and webinars in collaboration with strategic partners and referrers to Para sport.
- In collaboration with State Sporting Organisation's (SSO's) and other key stakeholders under a national framework, support the coordination and delivery of targeted Talent ID and Transfer initiatives.
- Increase the number of Para athletes participating within Para sport Pathways.
- Increase progression of Para athletes within the Para-sport system from Foundation through to Mastery level (FTEM).
- Maintain up to date state/territory athlete pathway data as part of national strategy where appropriate.
- Directly engage and case manage targeted individual athletes who register with PA's Participation and Get involved/Talent initiatives and maintain accurate data within PA database systems.
- Facilitate and support Talent Transfer opportunities between sports.
- Ensure targeted High-Performance potential athletes are linked with an appropriate level coach, options for equipment provision sought, provide competition support and provide targeted education to ensure athletes understand requirements to progress within pathway (commitment, classification, performance, competition, equipment etc).
- Understand and target Para program athlete shortfalls across sports and implement national plans to identify and retain athletes.
- Consider targeted approaches to specific types of athlete cohort eg Vision Impaired, High Support Needs (Low classes), Indigenous supported by a national plan.
- Ability to develop innovative and location specific solutions and interventions to increase the progression of athletes within the pathway.
- Directly engage with and provide advice and support to school sport Para programs and initiatives with a view to increasing the number of Sport pathway programs and opportunities for Para athletes within the respective State/Territory based School Sport systems.
- Support delivery of the PA Classification strategy including providing logistical and administration support for the delivery of Classification activities/events.
- Identify State/Territory based funding grant opportunities and lead the application and management of grants proposals and implementation plans.
- Support coordination and delivery of additional PA organisation programs under the direction of Para Performance Pathway Manager.

5. Skills

- Demonstrated industry experience in participation and pathway programs, including stakeholder engagement.
- Understanding of Classification and its role in Paralympic sport is preferable.
- Understanding of Australian Sport system, in particular mainstreaming and Para Sport Pathways.
- Excellent interpersonal and relationship building skills and attributes.
- Evidence of working in both collaborative positive team environment and also demonstrated ability to work independently.
- Ability to take initiative and work positively in partnership with a variety of key stakeholders.
- Financial acumen and budgetary management experience including annual planning, forecasting, contingency planning and grant applications.
- The role may require interstate travel and weekend work. Access to own transport is required.

6. Education:

- Degree or equivalent in Sports Management, Sports Coaching, Education and/or Sports Science is preferable although not essential depending on experience.
- Working With Children / Working with Vulnerable People check