GENERAL MANAGER - PERFORMANCE SUPPORT & INNOVATION

ABOUT SWIMMING AUSTRALIA

Swimming Australia is the peak governing body for swimming, from community participation through to elite level. Swimming Australia’s High Performance vision is to win when it matters to inspire a nation.

To achieve this vision, Swimming Australia aims to cultivate a high performance culture across the business and engage a team who are not only excited about these ambitions, but aligned to the values of Courage, Unity and Excellence. Striving to have an operational and support team that is highly engaged, serious about leadership, and works through a lens of continuous improvement.

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Reporting to the Chief Strategist - High Performance, the General Manager - Performance Support & Innovation will provide high quality management to ensure effective and efficient world class development, implementation, monitoring and delivery of performance support services within the daily training and competition environments.

The role will lead a multi-disciplinary Performance Support Services team consisting of professional staff covering physiology, training science, strength and conditioning, performance analysis, nutrition and biomechanics; delivering superior levels of service to both athletes and coaches.

To be considered for this role you will hold relevant tertiary qualifications and have extensive experiences leading a high performance sport program, including the analysis, planning, implementation and evaluation of performance support initiatives. An in-depth knowledge of the different types of performance support appropriate for various training and competition needs is required.

The successful candidate will be a dynamic and engaging leader with an ability to swiftly build relationships and credibility with international level athletes, coaches, support staff and a variety of other stakeholders. You will require an understanding of best practice when leading a multi-disciplinary support team to optimise their expertise.

This is your chance ensure athletes and coaches are provided with the performance support required to enhance Australia’s competitive advantage on the global stage!

PRINCIPAL DUTIES

The General Manager - Performance Support & Innovation will:

• Promote and assist in the implementation of the key strategic priorities of the High Performance (HP) program.
• Manage the Performance Support Services team to ensure the effective, efficient, and quality delivery of performance support services to athletes and coaches (in daily performance and competition environments).
• Facilitate and enable performance support staff to provide contemporary evidence-based practices to support National Coaches and contribute to the implementation of practical performance solutions for optimised performance of swimming athletes.
• Develop strong relationships with Coaching and Performance Support staff, including State Institutes and State Academies (SIS/SAS) coaches and other performance support staff.
• Coordinate Swimming Australia staff, contractors and SIS/SAS performance support staff and coaches to educate and develop best practice tools, knowledge, resources for the implementation of performance support services.
• Proactively contribute to the individual performance plan process and facilitate holistic annual and quadrennial periodised plans, targeting critical benchmark events.
• Ensure effective monitoring of individual athlete progression against both sport and individual performance criteria to ensure athletes are progressing at world class rates and gather and analyse data to drive evidenced-based decision making.
• Coordinate the medical network and oversee the effective rehabilitation of an athlete’s return to training/competition from injury/illness.
• Oversee the ongoing development of sport specific skills/needs analysis tools and assessment protocols for the selection, development, monitoring and retention of prioritised athletes.
• Oversee the ongoing development and implementation of resources and systems for effective and timely capture, database management and retrieval of national and international performance data for benchmarking and performance projection for the sport of swimming and its athletes.
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PRINCIPAL DUTIES (Continued...)

- Understand individual as well as program needs to gain a performance advantage.
- Identify, coordinate and mentor performance support interns/students to assist national team performance support requirements.
- Translate event information into practical information for coaches and athletes.
- Provide useful and meaningful education and advice to coaches and athletes.
- Oversee innovation and research projects that can contribute to gaining a performance advantage.
- Lead and apply high-level expertise in managing and implementing improvements in end to end performance operation processes.
- Foster and build strong relationships with relevant stakeholders.
- Lead and manage direct reports to ensure they effectively and efficiently perform their role.
- Build capability in a team environment through coaching and mentoring others, providing performance feedback, conflict resolution and encouraging career development.

General:
- Partner with and work effectively and collaboratively across SA and relevant stakeholders to achieve organisational goals, targets and objectives.
- Provide regular updates to the Chief Strategist as required.
- Proactively plan, manage, coordinate, track and run assigned tasks.
- Attend and participate in meetings and attend events as required.
- Uphold and foster a culture of high performance, excellence and continuous improvement within SA.
- Conduct thorough self-checking of information and documentation.
- Maintain project files and keeping documentation in order.
- Undertake other reasonable tasks as delegated by the Chief Strategist.
- Perform general office duties as required.
- Adopt continuous learning and improvement processes in all aspects of the position.
- Implement, participate and promote SA Safe Sport Framework, values, policies, processes and procedures.

KEY RELATIONSHIPS

Reports to: Directly to the Chief Strategist - High Performance and indirectly to the National Head Coach.

Direct Reports: Performance Support staff and Contractors

Key Internal Stakeholder Relationships:
- Chief Strategist
- National Head Coach (Olympic)
- National Head Coach (Para)
- National Youth Coach
- General Managers as part of senior leadership team
- HP and SA staff

Key External Stakeholder Relationships:
- National Institute Network (NIN)
- University partners

KEY PERFORMANCE INDICATORS

Success in this role will be measured by the following KPIs:
- Take responsibility for the achievements of own and team outcomes, monitor progress and follow through to deliver quality outcomes.
- Develop the appropriate management tools to accurately report on the positions’ KPIs in the annual business plan.
- Support the Chief Strategist - High Performance and High Performance Unit colleagues deliver integrated, highly effective and professional activities across the business.
- Represent Swimming Australia High Performance, internally and externally, as and when required.
- Following, supporting and fostering SA Safe Sport Framework, values, policies and procedures.
- Satisfactory achievement of ongoing targets, goals and objectives as set by the Chief Strategist - High Performance and Swimming Australia.

SELECTION CRITERIA

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

Qualifications and Experience:
- Tertiary qualifications in Sport Management, Sport Science, Business, Commerce, Coaching or equivalent.
- Significant previous experience within a Performance Support position with a leading sporting organisation, or equivalent.
- Demonstrated experience leading a high performance program.
- Demonstrated capacity to provide timely, compelling, accurate and concise advice to support decision-making for internal and external stakeholders.
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SELECTION CRITERIA - Qualifications & Experience (Cont...)

• A demonstrated ability to lead people to achieve performance outcomes and deliver superior levels of service, across multiple teams, in an unpredictable and challenging environment.
• Experience in working with elite athletes and coaches.
• Experience in operating relevant technology, including ergometers, instrumented gym equipment, physiological monitoring equipment, performance planning / management software.
• Experience with human performance testing systems, methodology, process and protocols with an understanding of quality control.
• Demonstrated scientific acumen, planning and management skills and the ability to identify and achieve work objectives within an often fast-moving environment.
• Demonstrated solid breadth of general knowledge across a number of performance science areas such as physiology, training science, strength and conditioning, performance analysis, nutrition and biomechanics that support improved performance in swimming events.
• Demonstrated ability to lead and influence high performance individuals to achieve elite outcomes and deliver superior levels of service, across multiple teams, in an unpredictable and challenging environment.
• Demonstrated ability to work in and manage a multi-disciplinary performance support team.
• Experience with managing and interpreting qualitative and quantitative data and reporting of information that provides value and insight to check and challenge current thinking and wisdom.
• Demonstrated high level understanding of the standards and demands on athletes.
• Demonstrated experience and success in managing financial resources, risk management, business planning and strategy development.
• Solid understanding of the Australian and international sports system including the process to identify and implement best practice as it relates to high performance sport.
• Intermediate computer skills in Microsoft Office (Word and Excel) and databases.
• Knowledge of elite swimming is beneficial, however not essential.
• Satisfactory working with children check.
• Satisfactory police/criminal record check.

Aptitude & Interpersonal Skills:

• The ability to lead and manage change through influence rather than authority.
• Demonstrated commitment, drive and initiative, with the ability to work independently and inter dependently as a productive leader and facilitator.
• Exceptional analytical, planning, strategic thinking, organisational, problem solving skills, judgement and decision-making skills and the ability to use these skills effectively under pressure.
• Strong communication (both verbal and written), negotiation and interpersonal skills.
• Operates with integrity and maintains confidentiality when dealing with sensitive information.
• Awareness of and ability to work in accordance with the Swimming Australia’s policies and procedures.
• Proactive and self-motivated.
• Demonstrated ability to cooperate and work well with others in a cross-functional environment to pursue team goals, share information, support others, show consideration and respect for alternate ideas and solutions.

LOCATION AND TRAVEL

This role will be based at Swimming Australia’s Brisbane office located at the QAS Recovery Centre, Qld Sports & Athletics Centre in Nathan.

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.

REMUNERATION GUIDE

An attractive and 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 call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.
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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:
Swimming Australia website: swimming.org.au
Facebook: facebook.com/SwimmingAustralia
Twitter: twitter.com/dolphinsaus
Instagram: instagram.com/dolphinsaus
YouTube: youtube.com/user/swimmingaustralialtd

TIMELINES
Final interviews and the appointment of the General Manager - Performance Support & Innovation, Swimming Australia are scheduled for mid-late November 2020.
The successful candidate would be expected to commence duties in January 2021, negotiable subject to candidate availability.

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 Monday 9 November, 2020
Preferred Application Format: Candidates must complete and submit the COMPULSORY Sportspeople Recruitment Application Form at the time of applying.
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 letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

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.
The General Manager - Performance Support & Innovation, Swimming Australia search and recruitment process is being managed exclusively by Sportspeople Recruitment - a specialist division of People Recruitment Group.

APPLY TO
Your application should be sent electronically via the “apply now” link at the advertisement via sportspeoplerecruitment.com/jobs.