CANDIDATE BRIEF
High Performance Director
Combat Institute of Australia

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Background
From 1 January 2021, the national High Performance programs for Boxing, Judo and Taekwondo will be delivered by a newly established, sport owned, aggregated entity called the Combat Institute of Australia (CombatAUS). This innovative and collaborative new approach will deliver enhanced High Performance outcomes for all three sports by ensuring a dedicated High Performance focus, increased and more secure funding and access to a greater range of performance support services, combined with a stronger collective voice across the industry.

CombatAUS is jointly owned by the National Sporting Organisations (NSOs): Boxing Australia, Judo Australia and Australian Taekwondo. The NSOs will have strong links to the new entity through ongoing input into how the entity functions, its overall strategy and by continuing to lead the delivery of underpinning Performance Pathways programs.

Structure & Governance
All AIS High Performance combat sport investment will go directly to the new entity. The NSOs will retain responsibility for Pathway Programs and will continue to receive Performance Pathway funding directly. The NSOs will also continue to deliver and receive any relevant investment for all other organisational activity, including participation programs, events, accreditations and inclusion programs etc.

The NSOs will retain direct affiliations with their International Federations, the Australian Olympic Committee, Commonwealth Games Australia, Paralympics Australia and any other similar organisations, with all athletes continuing to represent their respective NSO at international competitions.

This is a collaborative partnership approach from these NSOs, which aims to deliver significantly greater collective benefits and success than could be achieved individually.

Why this Approach?
The performance potential for Australian Boxing, Judo & Taekwondo will be maximised and further progressed through this aggregated and targeted approach. This will increase the focus, investment, performance management and support for all elite combat sport athletes, enabling enhanced performance outcomes at major international competitions.

For Athletes
- The scale of investment the AIS is able to consider for this aggregated concept is higher than through the current individual NSO-led programs, enabling enhanced investment into athlete training environments and competition needs
- Targeted and uncompromised High Performance focus and expectations; enabling maximal international performance outcomes to be delivered
- Increased ability to access a broader range of performance support services to enhance athlete performance outcomes and to better support athlete wellbeing through and beyond their sporting endeavours

For Combat Sports
- Significantly enhanced advocacy power for combat sports within and beyond the High Performance sporting industry, noting that combat sports combined represent >25% of all Olympic medals available
- Greater opportunities for closer involvement and support from the National Institute Network and other key industry partners
- Increased collective investment, enabling greater financial agility to support athlete campaigns directly as they emerge

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The Role
Reporting to the CEO, the High Performance Director (HPD) will be a member of the CombatAUS Executive Team and as such play a key leadership role in setting the strategic direction of the High Performance activities of Boxing, Judo and Taekwondo in Australia.

The role requires developing and maintaining strong and effective relationships with internal and external stakeholders including the Member Sports, the Australian Institute of Sport, Australian Olympic Committee, Paralympics Australia, Commonwealth Games Australia and the National Institute Network.

The HPD will be required to represent CombatAUS with confidence and integrity, being able to articulate the strategic direction and influence key stakeholders to work collaboratively to meet strategic priorities and organisational goals.

To be successful in this role you will need to be a dynamic and collaborative 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 of success in elite sport.

This role presents a unique opportunity to make a positive and significant impact across these Australian high performance programs, both strategically and operationally.

Key Relationships

Reports to: Chief Executive Officer

Direct Reports:
- Technical Lead – Boxing
- Technical Lead – Judo
- Technical Lead – Taekwondo
- Performance Pathways Manager
- Athlete Wellbeing & Engagement Manager

Key Stakeholders:
- CombatAUS Board & Staff
- Member Sport Boards, Staff & Communities
- Athletes & Coaches
- AIS
- AOC/PA/CGA
- NIN
Key Responsibilities

The principal duties of the High Performance Director, in collaboration with relevant Technical Leads, including but not limited to:

Management of:
• Strategic direction and implementation of national High Performance programs, including establishing and monitoring Key Performance Indicators
• Final preparation of athletes 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 Benchmark Event plans
• Performance program budgets, including applications for relevant grant funding
• Lead and support the development of all direct reports including professional development opportunities

Oversight and Support of:
• Operation of National Selection Processes, in collaboration with Member Sports
• Delivery and direction of SSSM Services to all National Programs, including Senior and Age Group Programs
• National Pathways Programs including National Age Group Programs, in collaboration with Member Sports

Compliance:
• Monitor, review and manage policies and their application as relevant to the performance programs
• Prepare and deliver reports to the CombatAUS Board and CEO as required
• Prepare and deliver reports as required by stakeholders, such as the AIS, AOC, PA, CGA and NIN

Qualifications and Experience
• Tertiary qualifications in management, sports science, high performance or equivalent
• Significant experience working in high performance, elite or professional sport in senior management or leadership roles
• Stakeholder Engagement:
  ○ Experience influencing key stakeholder groups
  ○ Experience in having difficult conversations, delivering hard messages whilst maintaining effective 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
Competencies

• Interpersonal Effectiveness:
  o Cultivating networks and partnerships
  o Strategic Influence

• Leadership Impact:
  o Driving execution
  o Inspiring excellence

• Business Management Skills:
  o Establish strategic direction
  o Operational decision making

Personal Attributes

• Positive Approach - demonstrating a positive attitude in the face of difficult or challenging situations; providing an uplifting (yet realistic) outlook on what the future holds and the opportunities it might present

• Authenticity – demonstrating openness and honesty, behaving consistently and acting in accordance with moral, ethical, professional and organisational guidelines

• Self-awareness - demonstrating an awareness of your own strengths and development needs, as well as the impact of your own behaviour on others; modifying behaviour based on feedback, self-assessment and knowledge of impact on others

• Courage - proactively confronting difficult issues; making valiant choices and taking bold action in the face of opposition or fear

• Growth Orientation - actively pursuing development experiences to improve interpersonal and organisational impact. Ambitious personally and for the success of Australian athletes and CombatAUS on the world stage

Contract Term
This position will be offered as an initial 2 year contract, with possibility of extension for a further 2 years.

Residency & Immigration
Candidates must be an Australian Citizen/Permanent Resident or already have appropriate working rights within Australia to be considered for this position.

Location & Travel
The base for the High Performance Director is negotiable within Australia. The CombatAUS head office is located at the AIS in Canberra. The nature of the position will require 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 outside of hours work including evenings and weekends will be required to attend meetings, competitions and events.
How to Apply
Applications should be addressed to the CEO, Alex Vallentine, and be submitted via email to recruitment@combataus.com.au

Applications should include a current CV (max 3 pages) and letter of application (max 3 pages) addressing the Key Responsibilities and outlining relevant experience, merged as one single PDF.

If you would like to arrange a discussion with the CEO regarding this role, please request to do so via email to recruitment@combataus.com.au

The deadline for applications is COB Wednesday 9th December.

Interviews are scheduled to occur the week commencing Monday 14th December.