

# HEAD OF STRENGTH AND CONDITIONING

<b>Unit</b>	Sport Science	<b>Area:</b>	Strength & Conditioning
<b>Department/Agency</b>	The NSW Institute of Sport	<b>ANZSCO code</b>	139999
<b>Classification/band</b>	NSWIS Grade 3, Level 3 Salary range \$118,602 - \$123,349	<b>PCAT code</b>	1311192
<b>Reports to</b>	Manager, Sport Science	<b>Date of Approval</b>	17 August 2020

## ORGANISATIONAL OVERVIEW

The NSW Institute of Sport [NSWIS] is a high performance sporting organisation that supports Australian athletes to become world's best. We reach all regions of NSW with an Olympic and Paralympic training facility based at Sydney Olympic Park and high performance hubs across NSW that provide world class daily training environments for our athletes and coaches. Our experts work in collaboration with partners within the national sporting system to create and deliver high performance support services and environments to prepare athletes and coaches for international competition.

## ROLE PURPOSE

The Head of Strength and Conditioning is accountable for establishing and maintaining world class technical expertise and service delivery, identifying, and contributing to innovation/research projects, integrating emerging technology and systems, and influencing system-wide knowledge growth.

The role will manage the technical delivery of strength and conditioning support across NSWIS sport programs, ensuring relevance and alignment with national partner priorities. The role will involve the delivery of strength and conditioning support to athletes and coaches in allocated sports program(s).

## KEY PERFORMANCE AREAS

- As part of the sport science leadership team, provide strategic leadership, critical review, advice and direction to staff to achieve unit and business objectives. Emphasising the development of strength and conditioning delivery models which optimise physical preparation, athlete availability and international performance outcomes in line with national priorities.
- In conjunction with the Manager Sport Science, develop and implement frameworks, policies and guidelines, that deliver sport outcomes for NSWIS aligned with international best practice. Including the critically review of the quality of strength and conditioning services, reporting on relevant strategies and issues to senior management to ensure that NSWIS has a competitive advantage on the international stage.
- Work with the Manager Sport Science to identify and develop research and innovation priorities to increase strength and conditioning coaching pedagogical intelligence, strength science and capability of support delivery, and the development of staff to optimise performance.
- As a member of a performance team, work collaboratively with coaches to analyse the needs of the athlete and sport and set appropriate performance goals. Then develop, implement, monitor, and review plans that ensure strength and conditioning support services are fully integrated with the performance team.
- Lead workshops and seminars as required, using the latest research and case studies which are designed to inform and educate athletes, coaches and sport science staff in strength and conditioning service development.
- Develop and provide leadership to NSWIS and the NIN/NSO networks of quality assured strength and conditioning coaches to coordinate, consult and deliver a range of services and projects that positively impacts on the identified strategic priorities of NSWIS and NSO high performance plans.
- In collaboration with the high performance managers, coaches and sport partners, drive the review of strength and conditioning support effectiveness relative to athlete progress and performance in key athlete development areas.

- Provide strength and conditioning technical expertise, services and support to athletes and coaches for allocated sport programs. Promote and support a world class culture and network connection, where techniques and methods are embraced in strength and conditioning service delivery.
- Proactively drive, develop and implement NSWIS Performance Management and professional development processes with all direct reports that is aligned with the organisations requirements.
- Oversee the management, maintenance, calibration and quality control of the strength and conditioning training centre facilities, equipment and hardware/software in accordance with industry standards.

## KEY CHALLENGES

- Ensure the quality of strength and conditioning support and expertise delivered to sport partners meets best practice standards and sport partner expectations.
- Support the organisation to keep pace with emerging technologies, while preparing strength and conditioning staff for future delivery models and educating coaches and athletes through analysis that informs program design and competition strategies.
- Management (health and safety, maintenance, internal audit, calibration) and quality control of strength and conditioning facilities, equipment and hardware/software in accordance with industry standards.

## KEY RELATIONSHIPS

Who	Why
Sport Science unit	To support the integrated and holistic service to the organisation of world class technical expertise
Direct reports (staff)	To align performance for success and enable individual excellence To supervise, mentor, coach and develop
Manager, Sport Science	To ensure performance is aligned for success
NSWIS partners	Foster collaborative relationships that inform and support achievement of system and sport outcomes, including NSOs, AIS, SIS/SAS, Universities, and industry partners
Athletes	To support individual athlete performance planning and implementation
Coaches	To support the delivery of a high-performance sport program
Performance Team	To support an integrated performance approach and collaboratively prepare 'World's Best' athletes
NSWIS staff & managers	To work collaboratively to support, enable and impact athlete performance and organisational effectiveness

## ROLE DIMENSIONS

Budget	TBC
Authority/approval level	\$20,000
Reporting roles	Senior Strength and Conditioning Coaches Strength and Conditioning Coaches Assistant Strength and Conditioning Coaches HDR Students Students/Interns

## ROLE REQUIREMENTS






Essential	Desirable
<ul style="list-style-type: none"> <li>▪ Min 6+ years fulltime equivalent experience in the provision and application of strength and conditioning support to high performance athletes</li> <li>▪ Masters in Sport Science, Strength and Conditioning or a related field</li> <li>▪ ASCA Level 2 or international equivalent</li> <li>▪ ASCA PCAS Elite or international equivalent</li> <li>▪ ESSA Sport Scientist Level 1</li> <li>▪ Level 1 &amp; 2 Anti-Doping Certificate (ASADA)</li> <li>▪ Keep Australian Sport Honest Certificate</li> <li>▪ First Aid and Resuscitation certificate</li> <li>▪ Working with Children Check</li> <li>▪ Current driver's licence</li> </ul>	<ul style="list-style-type: none"> <li>▪ Doctorate (PhD) qualification in the domain area of strength and conditioning or, in the process of completing a PhD with elite sporting industry experience</li> <li>▪ ASCA Level 3 or international equivalent</li> <li>▪ ASCA PCAS Masters or international equivalent</li> <li>▪ ESSA Sport Scientist Level 2</li> </ul>

Experience	Knowledge
<ul style="list-style-type: none"> <li>▪ Breadth of experience in high performance sport across different sports and/or levels of the high performance athlete pathway</li> <li>▪ Extensive experience 2+ years in staff management and leadership including the development of personal professional development plans</li> <li>▪ Proven success in utilising strength and conditioning knowledge for planning, periodising, innovating, and managing athletes across multiple seasons/campaigns to support medal-winning performance (or equivalent) at a senior international level</li> <li>▪ Experience in developing, managing, and leading a diverse multi-disciplinary team to deliver high performance sport objectives in a complex environment, with previous experience in playing a major role within a performance/support team</li> <li>▪ Demonstrated ability to develop, influence, diagnose, plan, and deliver inter-disciplinary solutions to complex individual and team performance problems, with appropriate monitoring and review processes to achieve ongoing performance objectives</li> <li>▪ Demonstrated capacity to provide timely, compelling, and concise advice to inform senior management to support decision making</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrated ability to understand and conceptualise complex processes and systems, communicating them in clear and concise terms for a range of audiences</li> <li>▪ Highly developed communication skills including interpersonal, negotiation, influencing and representation</li> <li>▪ Knowledge and understanding of the Australian high-performance sport system, and requirements of high performance athletes and coaches</li> <li>▪ Demonstrated understanding of a range of sport science/medicine sub-disciplines and how they interact to provide interdisciplinary solutions in an elite sporting context</li> <li>▪ Understanding of current trends, technological advances, and practices in elite sport coaching</li> <li>▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs. (e.g. SmartaBase, Visual Coaching Pro, R)</li> </ul>

- Proven ability to build and maintain effective relationships both internally and externally with a diverse range of stakeholders
- Demonstrated technical expertise in the maintenance, technical operation, and related procedures/protocols of a variety of sport science equipment for testing and monitoring purposes

## CAPABILITY SUMMARY

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework). Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	<b>Act with Integrity</b>	<b>Adept</b>
	Manage Self	Intermediate
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Intermediate
	Commit to Customer Service	Intermediate
	<b>Work Collaboratively</b>	<b>Advance</b>
	<b>Influence and Negotiate</b>	<b>Adept</b>
 Results	<b>Deliver Results</b>	<b>Adept</b>
	<b>Plan and Prioritise</b>	<b>Adept</b>
	<b>Think and Solve Problems</b>	<b>Adept</b>
	<b>Demonstrate Accountability</b>	<b>Adept</b>
 Business Enablers	Finance	Adept
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
 People Management	<b>Manage and Develop People</b>	<b>Advance</b>
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	<b>Manage Reform and Change</b>	<b>Adept</b>

## FOCUS CAPABILITIES

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Act with integrity	Adept	<ul style="list-style-type: none"> <li>Represent the organisation in an honest, ethical and professional way and encourage others to do so</li> <li>Act professionally and support a culture of integrity</li> <li>Identify and explain ethical issues and set an example for others to follow</li> <li>Ensure that others are aware of and understand the legislation and policy framework within which they operate</li> <li>Act to prevent and report misconduct, illegal and inappropriate behaviour</li> </ul>
<b>Relationships</b> Work collaboratively	Advanced	<ul style="list-style-type: none"> <li>Recognise outcomes which resulted from effective collaboration between teams</li> <li>Build co-operation and overcome barriers to information sharing and communication and collaboration across the organisation and cross-government</li> <li>Facilitate opportunities to engage and collaborate with external stakeholders to develop joint solutions</li> <li>Network extensively across government and organisations to increase collaboration</li> <li>Encourage others to use appropriate collaboration approaches and tools, including digital technologies</li> </ul>
<b>Relationships</b> Influence & negotiate	Adept	<ul style="list-style-type: none"> <li>Negotiate from an informed and credible position</li> <li>Lead and facilitate productive discussions with staff and stakeholders</li> <li>Encourage others to talk, share and debate ideas to achieve a consensus</li> <li>Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes</li> <li>Influence others with a fair and considered approach and sound arguments</li> <li>Show sensitivity and understanding in resolving conflicts and differences</li> </ul>

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> <li>Manage challenging relations with internal and external stakeholders</li> <li>Anticipate and minimise conflict</li> </ul>
<b>Results</b> Deliver results	Adept	<ul style="list-style-type: none"> <li>Make sure team/unit staff understand expected goals and acknowledge success</li> <li>Identify resource needs and ensure goals are achieved within budget and deadlines</li> <li>Use business data to evaluate outcomes and inform continuous improvement</li> <li>Identify priorities that need to change and ensure the allocation of resources meets new business needs</li> <li>Ensure financial implications of changed priorities are explicit and budgeted for</li> <li>Use own expertise and seek others' expertise to achieve work outcomes</li> </ul>
<b>Results</b> Plan & prioritise	Adept	<ul style="list-style-type: none"> <li>Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work</li> <li>Initiate, prioritise, consult on and develop team/unit goals, strategies and plans</li> <li>Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses</li> <li>Ensure current work plans and activities support and are consistent with organisational change initiatives</li> <li>Evaluate achievements and adjust future plans accordingly</li> </ul>
<b>Results</b> Think & solve problems	Adept	<ul style="list-style-type: none"> <li>Research and apply critical-thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence</li> <li>Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience</li> <li>Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience</li> <li>Seek contributions and ideas from people with diverse backgrounds and experience</li> <li>Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness</li> <li>Identify and share business process improvements to enhance effectiveness</li> </ul>
<b>Results</b> Demonstrate accountability	Adept	<ul style="list-style-type: none"> <li>Assess work outcomes and identify and share learnings to inform future actions</li> <li>Ensure that actions of self and others are focused on achieving organisational outcomes</li> <li>Exercise delegations responsibly</li> <li>Understand and apply high standards of financial probity with public monies and other resources</li> <li>Identify and implement safe work practices, taking a systematic risk management approach to ensure health and safety of self and others</li> <li>Conduct and report on quality control audits</li> <li>Identify risks to successful achievement of goals, and take appropriate steps to mitigate those risks</li> </ul>
<b>People management</b> Manage & develop people	Advanced	<ul style="list-style-type: none"> <li>Refine roles and responsibilities over time to achieve better business outcomes</li> <li>Recognise talent, develop team capability and undertake succession planning</li> <li>Coach and mentor staff and encourage professional development and continuous learning</li> <li>Prioritise addressing and resolving team and individual performance issues and ensure that this approach is cascaded throughout the organisation</li> <li>Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives</li> </ul>
<b>People management</b> Manage reform & change	Adept	<ul style="list-style-type: none"> <li>Support teams in developing new ways of working and generating innovative ideas to approach challenges</li> <li>Actively promote change processes to staff and participate in communicating change initiatives across the organisation</li> <li>Provide guidance, coaching and direction to others who are managing uncertainty and change</li> <li>Engage staff in change processes and provide clear guidance, coaching and support</li> <li>Identify cultural barriers to change and implement strategies to address these</li> </ul>