

SENIOR SPORT PHYSIOLOGIST

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| Unit | Sport Science | Area: | Physiology |
| Department/Agency | The NSW Institute of Sport | ANZSCO code | 511112 |
| Classification/band | NSWIS Grade 2, Level 3 Salary range \$94,883 – \$99,627 | PCAT code | 1229191 |
| Reports to | Manager, Sport Science | Date of Approval | 6 January 2022 |

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 Senior Sport Physiologist role is responsible for supporting the Manager Sport Science with evaluation of physiological services. This position will provide ‘world class’ Physiology technical expertise support to allocated athletes and coaches as a part of integrated, performance centred inter-disciplinary teams. The Senior Physiologist will deliver and develop physiological support with the aim of enhancing coach and athlete decision making to maximise training adaptation and performance. In addition, Senior Sport Science roles at NSWIS are expected to positively contribute to organisational and high performance planning and are accountable for maintaining ‘world class’ technical standards consistently within their discipline.

KEY PERFORMANCE AREAS

- Support the Manager, Sport Science in all aspects of the delivery of physiological support services within NSWIS including but not limited to staff management, facility management, budget planning, establishing, and maintaining a positive team.
- Manage the professional development process for assigned staff including setting direction and standards, supporting their wider network working with other Institute/NSO staff.
- Design and deliver ‘world class’ physiology technical expertise, services and support to athletes and coaches as a part of integrated performance team/s for allocated sport/s that positively impact athlete performance at national and international benchmark events
- Work collaboratively with coaches and performance team to optimise physiological development and training loads, while promoting and improving the use of athlete monitoring systems which support the physical preparation of athletes
- Establish and implement a culture of continuous improvement by constructively challenging the knowledge and capabilities of coaches and athletes by adopting and promoting a collaborative approach to planning, preparation and performance that optimises internal and external expertise and closes ‘gaps’ to achieve optimal performance and continued athlete development .
- Continually improve and develop the physiological service to ensure partnered sports have a competitive advantage on the international stage, while continuously linking national sport partner philosophies and ways

of working to consistently align NSWIS planning, delivery and monitoring frameworks, and technology platforms that align to NSWIS business operations and appropriate NSO needs.

- Lead workshops, seminars, etc. as required designed to inform and educate providers, athletes, coaches and other HP staff in physiology service development, latest research and case studies to better utilise physiology support through increased understanding and application of physiological processes as part of an athletes periodised plan and competition strategy.
- Facilitate resolution and conflict management to any issues impacting on athlete enhancement by liaising and coordinating with other performance support staff to ensure effective and efficient service delivery within each sport program.
- Work collaboratively as part of a high performing team/organization, establishing and maintaining effective partnerships with key internal and/or external stakeholders to lead and deliver high quality business outcomes.
- Support and/or establish, implement and maintain quality data capture, analysis and reporting process in support of sport, discipline and organisational performance outcomes.
- Deliver and assist in the delivery of quality advice and reporting on relevant issues to senior management.

KEY CHALLENGES

- Support and/or establish quality data capture, analysis and reporting processes to enable longitudinal tracking of athlete progression against international benchmarks
- Fulfilling leadership role(s) within a sport performance team and managing aspects of the athlete’s performance enhancement environment
- Engagement with athletes and Sport Coaches across designated geographical area to persuade and influence them to new ways of working, change behaviours and to provide a performance impact remotely that includes ‘cross discipline’ delivery of performance support requiring close liaison with discipline expertise
- Capability to establish professional relationships across discipline areas and negotiate effectively though competing and conflicting priorities, agenda and aims, during the various stages of an athlete’s development

KEY RELATIONSHIPS

| Who | Why |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Head of Physiology & Nutrition | To support delivery of NSWIS Physiology |
| Athletes | To support individual athlete performance planning and implementation |
| Coaches and Performance Team | To support the delivery of a high-performance sport program |
| Sport Science unit | To support an integrated performance approach and collaboratively prepare ‘World’s Best’ athletes |
| NSWIS staff & managers | To connect individual, team, and program performance delivery of national and NSWIS daily training environments |
| NSWIS partners | To enhance collaboration within the national system |
| Head of Physiology & Nutrition | To support delivery of NSWIS Physiology |

ROLE DIMENSIONS

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|--------------------------|---------|
| Budget | Nil |
| Authority/approval level | \$5,000 |

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|-----------------|----------------------------------------|
| Reporting roles | Physiologist Interns Student Intern |
|-----------------|----------------------------------------|

EXPERIENCE AND KNOWLEDGE

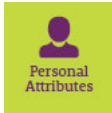



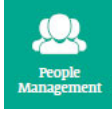
| Experience | Knowledge |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ▪ Extensive experience 8+ years in the provision and application of physiological services and proven experience interacting with high performance coaches and athletes ▪ 3+ years demonstrated experience in the management and/or supervision of staff ▪ Proven success in utilising physiology knowledge for planning, periodising and managing athletes across multiple seasons/campaigns to support medal-winning performance (or equivalent) at a senior international level ▪ Proven experience in using a holistic approach to planning and monitoring athletic performance in both team and individual athletes to achieve performance progression ▪ Demonstrated success working with coaches and athletes across multiple sports ▪ Demonstrated ability to diagnose, plan and deliver multi-discipline solutions to complex performance problems ▪ Demonstrated record of providing leadership and coordination to achieve high personal and team performance, and meet organisational and strategic objectives ▪ Extensive experience in working in a performance environment encompassing project and research work ▪ Demonstrated technical expertise in the maintenance, technical operation and related procedures/protocols of sport science equipment and facilities ▪ Demonstrated experience in leading delivery of quality advice and reporting on relevant issues to senior management ▪ Demonstrated experience in support areas of facility management and developing/mentoring the coaching team. | <ul style="list-style-type: none"> ▪ Demonstrated understanding of theory and modern coaching philosophies and the application of such for the development of high performance training programs ▪ Knowledge of relevant laboratory standards specific to Australian High Performance sport ▪ Understanding of current trends, technological advances and practices in elite sport coaching ▪ Knowledge and understanding of Australian High Performance sport systems and the requirements of High Performance athletes and coaches ▪ Highly developed communication skills (including interpersonal, negotiation, influencing and representation) and a proven ability to build and maintain effective relationships both internally and externally with a diverse range of stakeholders. ▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs (VCP & SmartaBase desirable) |

ESSENTIAL REQUIREMENTS

| Essential | Desirable |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ▪ 8+ years' experience in the provision and application of physiological services ▪ Honours or Masters degree by Research in Exercise, Health, Movement and/or Sport Science ▪ ESSA Sport Scientist Level 1 ▪ ISAK Anthropometry (Level 1) ▪ Level 2 Anti-Doping Certificate (ASADA) ▪ Keep Australian Sport Honest Certificate ▪ First Aid and Resuscitation certificate ▪ Working with Children Check ▪ Current driver's licence | <ul style="list-style-type: none"> ▪ PhD in Exercise, Health, Movement or Sport Science ▪ ESSA Sport Scientist Level 2 |

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. 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 | Adept |
| | Act with Integrity | Intermediate |
| | Manage Self | Intermediate |
| | Value Diversity | Intermediate |
|  Relationships | Communicate Effectively | Adept |
| | Commit to Customer Service | Adept |
| | Work Collaboratively | Adept |
| | Influence and Negotiate | Adept |
|  Results | Deliver Results | Adept |
| | Plan and Prioritise | Intermediate |
| | Think and Solve Problems | Adept |
|  Business Enablers | Finance | Intermediate |
| | Technology | Intermediate |
| | Procurement and Contract Management | Intermediate |
| | Project Management | Intermediate |
|  People Management | Manage and Develop People | Adept |
| | Inspire Direction and Purpose | Intermediate |
| | Optimise Business Outcomes | Intermediate |
| | Manage Reform and Change | Intermediate |

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 |
|------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Personal Attributes Display resilience & courage | Adept | <ul style="list-style-type: none"> ■ Be flexible, show initiative and respond quickly when situations change ■ Give frank and honest feedback/advice ■ Listen when ideas are challenged, seek to understand the nature of the criticism and respond appropriately ■ Raise and work through challenging issues and seek alternatives ■ Remain composed and calm under pressure and in challenging situations |
| Relationships Communicate effectively | Adept | <ul style="list-style-type: none"> ■ Tailor communication to the audience ■ Clearly explain complex concepts and arguments to individuals and groups ■ Create opportunities for others to be heard, listen attentively and encourage them to express their views ■ Share information across teams and units to enable informed decision making ■ Write fluently in plain English and in a range of styles and formats ■ Use contemporary communication channels to share information, engage and interact with diverse audiences |
| Relationships Commit to customer service | Adept | <ul style="list-style-type: none"> ■ Take responsibility for delivering high quality customer-focused services ■ Design processes and policies based on the customer's point of view and needs ■ Understand and measure what is important to customers ■ Use data and information to monitor and improve customer service delivery ■ Find opportunities to co-operate with internal and external parties to improve outcomes for customers |

| Group and Capability | Level | Behavioural Indicators |
|-----------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <ul style="list-style-type: none"> Maintain relationships with key customers in area of expertise Connect and collaborate with relevant stakeholders within the community |
| Relationships Work collaboratively | Adept | <ul style="list-style-type: none"> Encourage a culture of recognising the value of collaboration Build co-operation and overcome barriers to information sharing and communication across teams/units Share lessons learned across teams/units Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services |
| Results Deliver results | Adept | <ul style="list-style-type: none"> Make sure team/unit staff understand expected goals and acknowledge success Identify resource needs and ensure goals are achieved within budget and deadlines Use business data to evaluate outcomes and inform continuous improvement Identify priorities that need to change and ensure the allocation of resources meets new business needs Ensure financial implications of changed priorities are explicit and budgeted for Use own expertise and seek others' expertise to achieve work outcomes |
| Results Think & solve problems | Adept | <ul style="list-style-type: none"> Research and apply critical-thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience Seek contributions and ideas from people with diverse backgrounds and experience Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness |
| People management Manage & develop people | Adept | <ul style="list-style-type: none"> Define and clearly communicate roles, responsibilities and performance standards to achieve team outcomes Adjust performance development processes to meet the diverse abilities and needs of individuals and teams Develop work plans that consider capability, strengths and opportunities for development Be aware of the influences of bias when managing team members Seek feedback on own management capabilities and develop strategies to address any gaps Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way Monitor and report on team performance in line with established performance development frameworks |