

## SENIOR STRENGTH & CONDITIONING PRACTITIONER – PARA UNIT

<b>Unit</b>	Sports Science	<b>Area:</b>	Strength & Conditioning
<b>Department/Agency</b>	The NSW Institute of Sport	<b>ANZSCO code</b>	452317
<b>Classification/band</b>	NSWIS Grade 3, Level 2	<b>PCAT Code</b>	3119192
<b>Reports to</b>	Head of Strength and Conditioning	<b>Date of Approval</b>	16 April 2025

### 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.

### NSWIS PARA UNIT

The NSWIS Para Unit is a key enabler of Australia's *Win Well HP2032+ Sport Strategy* and the *Para System Uplift*, serving to address systemic barriers and provide support to aspiring Paralympic athletes upon entry and progression through the High-Performance Para Athlete Pathway.

The NSWIS Para Unit consists of a team of administration, coaching and performance support staff who work together and integrate with the wider NSWIS organisation to achieve the objectives of the unit.

A primary objective of the NSWIS Para Unit is to support the identification and verification of future Paralympic athletes who demonstrate the potential, commitment and drive to progress through the HP pathway to elite level competition. This will be achieved by facilitating an integrated and holistic approach for identified athletes; providing guidance, education for eligibility and classification, creating opportunities to sample Paralympic Games sports and disciplines, adoption of Individual Athlete Performance Plans (IAPPs) to identify needs and target development - as well as creating opportunities to access coaching expertise, classification expertise, performance support staff, the daily training environment and participation in competition.

### ROLE PURPOSE

The Senior Strength and Conditioning Practitioner is primarily responsible to lead on the design, implementation and delivery of world class strength and conditioning programs across multiple sports, aimed at maximising the pipeline of future Paralympic Athletes through the newly formed NSWIS Para Unit. The NSWIS Para Unit will be run in collaboration with a wide range of Para sports and include para-athletes from a pre-elite to categorised level.

This position will provide expert advice and leadership in relation to the physical preparation of para-athletes and deliver technical expertise, services and support to athletes and coaches as part of the interdisciplinary NSWIS Para Unit.

Additionally, the Senior Strength and Conditioning Practitioner is responsible for supporting the Lead of Strength and Conditioning in the development and management of the strength and conditioning team and positively contribute to organisational and high-performance planning and initiatives and are accountable for maintaining world class technical standards consistently within their discipline.

## KEY PERFORMANCE AREAS

- Design and implement high quality and specialised strength and conditioning support to Para sport coaches and NSWIS para unit athletes in collaboration with other sport science team members. This support will include, but not limited to, testing and assessment of physical qualities, talent identification initiatives and educational support as well as delivering programs for strength and power enhancement, speed enhancement, agility and movement skills refinement, endurance capacity increases, injury prevention/rehabilitation and monitoring in the daily training environment, camps, and competition.
- Support the Section Lead, Strength and Conditioning in all aspects of the delivery of strength and conditioning support within NSWIS including but not limited to staff management, facility management, budget planning, establishing, and maintaining a positive team culture.
- Support the professional development process for strength and conditioning staff, specifically regarding best practice support for Para athletes, including setting direction and standards, engagement with the wider Institute/NSO network staff and other international colleagues.
- Design and implement high quality and specialised strength and conditioning programs in partnership with coaches and other sport science providers. These programs will include, but are not limited to, strength and power enhancement, speed enhancement, agility and movement skills refinement, endurance capacity increases and injury prevention/rehabilitation.
- Collaborate to ensure world class rehabilitation programming, delivery and development to ensure effective and efficient support delivery within each athlete case and sport program.
- Drive a culture of continuous improvement by constructively challenging coaches to develop appropriate strategies to achieve objectives of continued athlete development and performance.
- Ensure the effective operation of strength and conditioning support provision via a system leadership role in partnership with assigned sport science staff.
- Facilitate conflict resolution and management of issues impacting on athlete performance while proactively contributing to performance teams through individual accountability, sharing information, involving team members in decisions, and demonstrating commitment to the team.
- Support a learning environment which enables coaches and athletes to gain insights through physical and performance variables which assess training program effectiveness, informs program design and competition strategies, and contributes to a multi-disciplinary approach to athlete/event profiling.
- Establish and maintain effective partnerships with key internal and external stakeholders to deliver high quality outcomes and assist in the delivery of quality advice and reporting on relevant issues to senior management.
- Ensure adequate monitoring and reporting in relation to, athlete program design, athlete attendance and adherence, testing and monitoring reports, program review and facility updates.

## KEY CHALLENGES

- Fulfilling leadership role(s) within a sport performance team and managing aspects of the strength and conditioning enhancement environment of athletes.
- Capability to establish professional relationships across discipline areas and negotiate effectively though competing and conflicting priorities.
- The ability to persuade, educate and motivate staff, athletes and coaches to new ways of working, change behaviours and adherence to the prescribed strength and conditioning support program regardless of designated geographical location that provides a performance impact remotely which can include 'cross discipline' delivery of performance support requiring close liaison with discipline expertise.

## KEY RELATIONSHIPS

Who	Why
Section Lead, Strength and Conditioning	To support delivery of NSWIS Strength and conditioning services
Head of Para Unit	To support planning and implementation to achieve NSWIS Para Unit objectives
Athletes	To support individual athlete performance planning and implementation
NSWIS Para Unit Coaches and Performance Team	To support an integrated performance approach and collaboratively prepare world's best athletes
Sport Science team	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

## ROLE DIMENSIONS

Budget	Nil
Authority/approval level	Nil
Reporting roles	Strength and Conditioning Practitioners Provider, Strength and Conditioning Coaches Student Interns






## ROLE REQUIREMENTS

Experience	Knowledge
<ul style="list-style-type: none"> <li>Experience working with high performance para-athletes and an understanding of para sport classification is <b>highly desirable</b>.</li> <li>6+ years, fulltime experience in the provision and application of strength and conditioning support and proven experience interacting with high performance coaches and athletes</li> <li>2+ years demonstrated experience in the management and/or supervision of staff</li> <li>Demonstrated success in leadership roles within a sport service team and manage aspects of the physical enhancement environment of athletes</li> <li>Demonstrated success working with coaches and athletes across multiple sports.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated ability to modify and develop programmes for para-athletes according to the results of a needs analysis including athlete assessment, muscular-skeletal, dynamic profile and injury history, in conjunction with the technical coaches and other support staff, while adhering to first training science principles</li> <li>Highly competent to apply the principals of long-term athletic development within context of system and pathway, as well as programming and planning</li> <li>Highly developed communication skills (including interpersonal, negotiation, influencing and representation) and a proven ability to build and maintain effective</li> </ul>

<ul style="list-style-type: none"> <li>▪ Demonstrated ability to diagnose, plan and deliver multi-discipline solutions to complex performance problems</li> <li>▪ Demonstrated record of providing leadership and coordination to achieve high personal and team performance, and meet organisational and strategic objectives</li> <li>▪ Extensive demonstrated experience in working in a performance environment encompassing project and research work</li> <li>▪ Demonstrated technical expertise in the maintenance, technical operation and related procedures/protocols of sport science equipment and facilities</li> <li>▪ Must have experience working with Children and demonstrate an understanding of appropriate behaviours when engaging with Children.</li> </ul>	<p>relationships both internally and externally with a diverse range of stakeholders.</p> <ul style="list-style-type: none"> <li>▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs (Vald Performance, Bridge Athletic &amp; Smartabase desirable)</li> </ul>
<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>▪ Extensive track record of success in Strength and Conditioning program design and practical implementation for elite athletes</li> <li>▪ Honours or Master's degree in Exercise, Health, Sport Science or related field specialising in the area of Physical Development</li> <li>▪ ASCA Level 2 or international equivalent</li> <li>▪ ASCA PCAS Pro or international equivalent</li> <li>▪ Sport Integrity Australia - Anti-Doping Fundamentals and annual update.</li> <li>▪ First Aid and CPR certificate</li> <li>▪ Working with Children Check (WWCC)</li> <li>▪ Valid driver's licence</li> </ul>	<ul style="list-style-type: none"> <li>▪ PhD in Exercise, Sport Science or related field</li> <li>▪ ASCA Level 3 or international equivalent</li> <li>▪ ASCA PCAS Elite or international equivalent</li> <li>▪ Sport Integrity Australia – PBTR – Child Protection and Safeguarding</li> <li>▪ Keep Australian Sport Honest Certificate</li> </ul>

## 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
	<b>Display Resilience and Courage</b>	<b>Adept</b>
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
	<b>Communicate Effectively</b>	<b>Adept</b>
	<b>Commit to Customer Service</b>	<b>Adept</b>
	<b>Work Collaboratively</b>	<b>Adept</b>
	<b>Influence and Negotiate</b>	<b>Adept</b>
	<b>Deliver Results</b>	<b>Adept</b>
	Plan and Prioritise	Intermediate
	<b>Think and Solve Problems</b>	<b>Adept</b>
	Demonstrate Accountability	Intermediate
	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
	<b>Manage and Develop People</b>	<b>Adept</b>
	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
<b>Personal Attributes</b> Display resilience & courage	Adept	<ul style="list-style-type: none"> <li>Be flexible, show initiative and respond quickly when situations change</li> <li>Give frank and honest feedback/advice</li> <li>Listen when ideas are challenged, seek to understand the nature of the criticism and respond appropriately</li> <li>Raise and work through challenging issues and seek alternatives</li> <li>Remain composed and calm under pressure and in challenging situations</li> </ul>
<b>Relationships</b> Communicate effectively	Adept	<ul style="list-style-type: none"> <li>Tailor communication to the audience</li> <li>Clearly explain complex concepts and arguments to individuals and groups</li> <li>Create opportunities for others to be heard, listen attentively and encourage them to express their views</li> <li>Share information across teams and units to enable informed decision making</li> <li>Write fluently in plain English and in a range of styles and formats</li> <li>Use contemporary communication channels to share information, engage and interact with diverse audiences</li> </ul>
<b>Relationships</b> Commit to customer service	Adept	<ul style="list-style-type: none"> <li>Take responsibility for delivering high quality customer-focused services</li> <li>Design processes and policies based on the customer's point of view and needs</li> <li>Understand and measure what is important to customers</li> <li>Use data and information to monitor and improve customer service delivery</li> <li>Find opportunities to co-operate with internal and external parties to improve outcomes for customers</li> </ul>

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Work collaboratively	Adept	<ul style="list-style-type: none"> <li>Maintain relationships with key customers in area of expertise</li> <li>Connect and collaborate with relevant stakeholders within the community</li> </ul>
		<ul style="list-style-type: none"> <li>Encourage a culture of recognising the value of collaboration</li> <li>Build co-operation and overcome barriers to information sharing and communication across teams/units</li> <li>Share lessons learned across teams/units</li> <li>Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work</li> <li>Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services</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> <li>Manage challenging relationships 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> 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>People management</b> Manage & develop people	Adept	<ul style="list-style-type: none"> <li>Define and clearly communicate roles, responsibilities and performance standards to achieve team outcomes</li> <li>Adjust performance development processes to meet the diverse abilities and needs of individuals and teams</li> <li>Develop work plans that consider capability, strengths and opportunities for development</li> <li>Be aware of the influences of bias when managing team members</li> <li>Seek feedback on own management capabilities and develop strategies to address any gaps</li> <li>Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way</li> <li>Monitor and report on team performance in line with established performance development frameworks</li> </ul>