

DIVING HUB COACH, PATHWAY

Unit	High Performance	Area:	High Performance
Department/Agency	The NSW Institute of Sport	ANZSCO code	452317
Classification/band	NSWIS Grade 2, Level 1	PCAT Code	3119192
Reports to	NSWIS Diving Senior Hub Coach	Date of Approval	2 May 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.

ROLE PURPOSE

Under the guidance of the NSWIS Diving Senior Hub Coach, the NSWIS Diving Hub Coach Pathway will be responsible for assisting with the provision of high-performance coaching services to targeted NSWIS scholarship and talent athletes based at the Sydney Olympic Park Aquatic Centre (SOPAC), with the goal of optimising performances of these athletes nationally and internationally, with a particular focus on assisting the progression of young athletes through the pathway.

The role involves collaboration with Diving Australia (DA) to align the performance pathway with the national High Performance Strategy and to drive the growth and development of the wider pathway within NSW.

KEY PERFORMANCE AREAS

- Assist the NSWIS and Diving Australia pathway program to foster an elite training environment and ensuring continuity and progression through the pathway under the supervision of NSWIS Diving Senior Hub Coach.
- In consultation with the NSWIS Diving Senior Hub Coach, the Hub Coach and DA General Manager- Performance Pathways, manage and execute innovative talent identification and transfer initiatives in alignment with Diving Australia's High Performance Strategy to ensure that athletes with the right skills and motivations are included in the NSWIS Diving program.
- Assist in coordinating the identification and nomination of athletes for NSWIS scholarship in accordance with NSWIS and DA athlete selection criteria and processes.
- Provide direct coaching services to an identified group of athletes, emphasising high performance skills acquisition, while supporting athlete personal excellence (career and education pursuits and wellbeing).
- As directed, monitor, record and evaluate athletes' training load and performance progression, ensuring alignment with Diving Australia's Junior and Senior squad standards. All training must be monitored and reviewed to ensure it's in line with best practice and age-appropriate training loads.
- Develop and deliver comprehensive annual plans supported by effective IAPPs and structured daily training programs for identified NSWIS athletes in consultation with the NSWIS Performance Team and aligned to Diving Australia standards and athlete development frameworks. Assist in Communicating and regular reporting on agreed athlete performance targets/outcomes and progression targets with identified NSWIS and pathways athletes.
- Implement Diving Australia's Athlete Development Framework across the pathway, ensuring alignment between NSWIS, Diving Australia and State programs.

- Provide program operational support to the NSWIS Senior Hub Coach and Hub Coach for coaching backfill whilst NSWIS coaches are engaged with national team duties.
- Work with Diving Australia to build strategic alliances and partnerships to collaboratively execute NSWIS Diving program and DA strategies. Maintain open and effective communication with athletes, parents and supporting coaches to ensure clarity and alignment. .
- Contribute to the culture of excellence in the NSWIS Diving Program, aligned with the values and behaviours of NSWIS and DA.

KEY CHALLENGES

- Working in a fast paced, complex multi-discipline high performance sport environment.
- Working within a restricted resource environment.
- Working collaboratively with multiple stakeholders and varying agendas.
- Adapting to ways of working that includes 'cross discipline' delivery of performance support requiring close liaison with discipline expertise.

KEY RELATIONSHIPS

Who	Why
NSWIS Diving Program Athletes	To prepare athletes so they can perform at their best
NSWIS Diving Program Coaches	To create a high-performance Daily Training Environment [DTE] helping coaches and athletes perform and progress. To collectively build a holistic program that develops athletes for world's best performances
Sport science staff	To create a high-performance Daily Training Environment [DTE] with specialist support for athletes coordinated through an effective performance team. To collectively build a holistic program that develops athletes for world leading performances
Diving Australia	To align the high-performance program, pathways and DTEs, with DA strategic plan
NSWIS High Performance Manager	To consult and collaborate on program strategic direction and decision making aligned to national context
NSWIS Sport Coordinator	To facilitate effective sport operations
NSWIS staff	To work collaboratively to support, enable and impact performance together
Clubs	To align pathway programs and DTEs the NSWIS High Performance coach/program
DA / DNSW support staff	To provide direction, technical information and/or expertise in the lead up to and during competitions

ROLE DIMENSIONS

Budget	NIL
Authority/approval level	NIL
Reporting roles	Nil






ROLE REQUIREMENTS

Experience	Knowledge
<ul style="list-style-type: none"> ▪ A minimum of 3+ years in high performance diving coaching ▪ Successful campaign delivery at a State / National level ▪ Proven success with devising and executing a long-term periodised plan to guide the development of talent / emerging international athletes ▪ Experience working in international / domestic high performance sport environments, developing high potential performers into potential podium / podium performers ▪ Experience assisting with leadership of a high-performance support team to achieve holistic athlete and sport outcomes ▪ Experience with assisting to implement and drive monitoring systems for athlete development and tracking across local/national systems ▪ Experience in building and driving partnerships to better achieve shared high performance development outcomes ▪ Demonstrated ability to retain and progress high potential athletes. 	<ul style="list-style-type: none"> ▪ Up to date with current trends in coaching science and practice that contribute to athlete success ▪ Strong technical diving specific background ▪ Understanding the key levers for high performance delivery to achieve national/international success ▪ Understanding how to effectively leverage support services for national/international success in a 'restricted resource environment' ▪ Knowledge of talent pathway considerations and associated athlete success profiles for stages of the pathway ▪ Awareness of frameworks and tools that promote continuous improvement for work teams and individual contributors ▪ Knowledge of the Australian High Performance Sport Systems ▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs

Essential	Desirable
<ul style="list-style-type: none"> ▪ Relevant coaching accreditation ▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals ▪ SIA Anti-doping Annual Update ▪ SIA (PBTR) Child Protection and Safeguarding ▪ Valid Driver's License ▪ Current Working with Children Check (WWCC) ▪ First Aid and CPR Certificate 	<ul style="list-style-type: none"> ▪ Relevant tertiary qualification (or equivalent experience)

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
	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
	Communicate Effectively	Intermediate
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational
	Manage and Develop People	Adept
	Inspire Direction and Purpose	Adept
	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
Relationships Communicate effectively	Intermediate	<ul style="list-style-type: none"> Focus on key points and speak in 'Plain English' Clearly explain and present ideas and arguments Listen to others when they are speaking and ask appropriate, respectful questions Promote the use of inclusive language and assist others to adjust where necessary Monitor own and others' non-verbal cues and adapt where necessary Write and prepare material that is well structured and easy to follow Communicate routine technical information clearly
Relationships Work collaboratively	Intermediate	<ul style="list-style-type: none"> Build a supportive and co-operative team environment Share information and learning across teams Acknowledge outcomes which were achieved by effective collaboration Engage other teams/units to share information and solve issues and problems jointly Support others in challenging situations Use collaboration tools, including digital technologies, to work with others
Results Deliver results	Intermediate	<ul style="list-style-type: none"> Complete work tasks to agreed budgets, timeframes and standards Take the initiative to progress and deliver own and team/unit work Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals Identify any barriers to achieving results and resolve these where possible Seek and apply specialist advice when required Proactively change or adjust plans when needed

Group and Capability	Level	Behavioural Indicators
Results Plan & prioritise	Intermediate	<ul style="list-style-type: none"> Understand the team/unit objectives and align operational activities accordingly Initiate, and develop team goals and plans and use feedback to inform future planning Respond proactively to changing circumstances and adjust plans and schedules when necessary Consider the implications of immediate and longer term organisational issues and how these might impact on the achievement of team/unit goals Accommodate and respond with initiative to changing priorities and operating environment