

SPORTS DIETITIAN

Unit	Sports Science	Area:	Nutrition
Department/Agency	The NSW Institute of Sport	ANZSCO code	263231
Classification/band	NSWIS Grade 3, Level 1	PCAT code	1339192
Reports to	Head of Nutrition	Date of Approval	29 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

The Sports Dietitian will provide world class technical expertise and service delivery in Nutrition to allocated sports, coaches, and athletes as a part of integrated, performance centred multi-disciplinary team that positively impacts athlete performance. A key strategy for the role involves the integration of nutrition services in the allocated sport/s daily training environment to provide a proactive application of tailored nutrition strategies as part of an individual periodised plan for athlete and sport development.

KEY PERFORMANCE AREAS

- Design and deliver world class nutrition technical expertise, services and support to athletes and coaches for allocated sport program/s as part of an integrated performance team by constructively challenging the knowledge and capabilities of coaches and athletes.
- Adopt and promote a collaborative approach to planning, preparation and performance that optimises internal and external expertise and closes 'gaps' to collectively achieve performance outcomes which aligns with the NSWIS nutrition delivery model
- Implement a screening, testing, and monitoring approach aligned to national sporting organisation needs, inclusive of regular reporting to athletes, coach, and performance support staff by regular attendance at training sessions, camps, and competitions.
- Comply with all regulatory requirements related to athlete health data and translate athlete needs through identifying key issues in managing athlete care, and applying appropriate interventions as athlete development progresses which supports individuals with different circumstances, cultures and ability, in alignment to the NSWIS Nutrition support delivery model.
- Identify conditions that might cause risk factors or health issues for athletes, taking action to change the conditions under the guidance of the Head of Nutrition with referral to Medical/Performance Health where necessary particularly as it relates to injury and illness prevention, management and rehabilitation.
- Encourage athletes to implement and apply nutrition strategies which connect with their goals through non-judgemental, motivating, and engaging methods that uses food as their performance advantage.
- Lead workshops, seminars, etc. as required and contribute to the development resources which are designed to inform and educate athletes, coaches, and performance team members in nutrition service development, and the latest research and case studies, to facilitate an increased use of nutrition services through better understanding and application of nutrition strategies.

- Build strong and authentic relationships with NSWIS staff, coaches, and performance team members to analyse the needs of the athlete and sport, set appropriate performance goals, and collaborate across health and sports science disciplines to collectively achieve performance outcomes, through the application of appropriate nutrition intervention.
- Assist in the maintenance, calibration and quality control of nutrition/physiology facilities, equipment, and hardware/software in accordance with the AIS National Quality Standards Scheme and/or relevant industry standards.
- Provide regular oral and written reports at appropriate meetings and assist in the delivery of quality advice and reporting on relevant issues to senior management which contributes to evolving a contemporary, proactive, and sustainable nutrition delivery model to support the integration of nutrition services in sport.

KEY CHALLENGES

- Facilitate implementation of the NSWIS nutrition delivery model to increase integration of nutrition service delivery across a range of targeted sports, training and competition environments which builds upon education and nutrition strategies as part of a tailored periodised plan for athlete and sport development.
- Influence coaches and sport partners to utilise nutrition services strategically to identify where nutrition interventions and modifications will have the greatest performance impact.
- Collaborate with relevant performance health and support staff on injury/illness case management, assisting athletes to maintain a level of health necessary to compete at an elite level.

KEY RELATIONSHIPS

Who	Why
Manager, Sports Science	To support delivery of NSWIS Sport Science services
Head of Nutrition	To support delivery of NSWIS Nutrition services
Nutrition Team	To support continual improvement and delivery of NSWIS Nutrition services.
Athletes	To support individual athlete performance planning and implementation
Coaches and Performance Team	To support the delivery of a high-performance sport program
Sports 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

ROLE DIMENSIONS

Budget	Nil
Authority/approval level	Nil
Reporting roles	HDR Students Student Interns





ROLE REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> Min 3+ years fulltime experience in the provision and application of sports nutrition services to high performance athletes Undergraduate or Masters degree in Nutrition/Dietetics from a DA accredited course Accredited Practicing Dietitian (APD) Accredited Sports Dietitian and Member of Sports Dietitian Australia (AccSD) ISAK Anthropometry Level 1 Sport Integrity Australia (SIA) Anti-doping Fundamentals SIA Anti-doping Annual Update Valid Driver's License Current Working with Children Check (WWCC) Current First Aid and CPR certificate. 	<ul style="list-style-type: none"> Masters or PhD in Nutrition/Dietetics Qualifications, experience or undergraduate degree in exercise science or exercise physiology ESSA Level 1

Experience	Knowledge
<ul style="list-style-type: none"> Min 3+ years fulltime equivalent experience in the provision and application of sports nutrition services to high performance athletes Demonstrated extensive experience in working in a performance team environment encompassing project and research work Extensive experience across different sports and/or levels of the high-performance athlete pathway Proven success in utilising nutrition knowledge for planning, periodising and managing athletes across seasons/campaigns at national or international levels Demonstrable success working with coaches, athletes, and other performance support providers across multiple sports Work collaboratively as part of a high performing team/ organisation, establishing and maintaining effective partnerships with key internal and/or external stakeholders to lead and deliver high quality business outcomes Proven experience in using a holistic approach to planning and monitoring athletic performance to achieve performance progression 	<ul style="list-style-type: none"> High level of understanding of supplement policies Demonstrated understanding of current trends, technological advances and practices in sport dietetics Demonstrated ability to modify and develop programs according to the results of a needs analysis including athlete assessment, hydration testing, body composition profile and injury history, in conjunction with the technical coaches and other performance support staff Knowledge and understanding of the Australian high-performance sport system, and requirements of high performance athletes and coaches Demonstrated ability to lead projects within a sport performance team and facilitate collaboration across disciplines. 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 (VPC & SmartaBase desirable)

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	Adept
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
	Deliver Results	Adept
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational

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 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

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> 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
Relationships Influence & negotiate	Adept	<ul style="list-style-type: none"> Negotiate from an informed and credible position Lead and facilitate productive discussions with staff and stakeholders Encourage others to talk, share and debate ideas to achieve a consensus Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes Influence others with a fair and considered approach and sound arguments Show sensitivity and understanding in resolving conflicts and differences Manage challenging relations with internal and external stakeholders Anticipate and minimise conflict
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