

ASSISTANT COACH, WOMEN'S WATERPOLO

Unit	High Performance	Area:	High Performance Coaching
Department/Agency	The NSW Institute of Sport	ANZSCO code	452317
Classification/band	Grade 2, Level 1	PCAT code	3119192
Reports to	Head Coach, Women's Water polo	Date of Approval	25 June 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 NSWIS Water Polo Assistant Coach is responsible for the provision of high-performance coaching services to targeted NSWIS scholarship, talented athletes, and national/emerging athletes with the goal of optimising the performances of these athletes nationally and internationally at benchmark events. The role will focus on providing coaching assistance and support to the Women's head coach in the delivery of the respective NSWIS programs.

The role is also responsible for coaching and delivering a high-performance development program supporting talent based in NSW through the WPNSW Women's Talent Squad program. Developing and managing athlete 'readiness' for future inclusion in NSWIS scholarship and WPA Talent programs and laying the foundations for positive performance at the senior international level is the focus of this role.

In accordance with the direction set by the NSWIS Head Coach, the NSWIS Water Polo Assistant Coach will be responsible for coaching and delivering the daily training environment to the WPNSW Women's Talent Squad [TS] programs. The program targets approximately 20-25 identified Water Polo athletes of ages 15-20 and focuses on individual skills development, set in a team training environment.

KEY PERFORMANCE AREAS

- Work with the NSWIS Women's Head Coach to deliver a high performance program for NSWIS athletes, in line with the National program vision, success profile and agreed performance outcomes.
- Coach and lead a world class WPNSW talent development program designed to increase the number of athletes with the skills and ability to progress along the Water Polo Australia performance pathway and achieve agreed athlete development and program KPI's. The program should be in line with National standards and in accordance with direction from the NSWIS Women's Head Coach.
- Assist the NSWIS Women's head Coach in delivering technical coaching, providing feedback and measuring athlete skills improvement and progression on the NSWIS Water Polo program. Take the lead in delivering these on the WPNSW Talent Development program.
- Build and maintain a pro-active relationship with NSWIS and National Coaches, and work with WPNSW to increase the number of coaches with the ability and desire to coach on the performance pathway.

KEY CHALLENGES

- Combining a holistic approach and athlete wellbeing focus with the development of an elite athlete culture in the WPNSW Talent Development program.
- Working in a fast paced, complex multi-discipline high performance sport environment with restricted resources
- 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 Water Polo Program Athletes	To prepare athletes so they can perform at their best
NSWIS Water Polo Program Coaches	To create a high-performance Daily Training Environment [DTE] To collectively build a holistic program that develops athletes for 'World's Best' performances
Performance support staff	To create a high-performance Daily Training Environment [DTE] To collectively build a holistic program that develops athletes for 'World's Best' performances
Water Polo Australia [WPA]	To align a 'World's Best' success profile, DTE and sport program with the National coach/program
Water Polo NSW [WPNSW]	To consult and facilitate an effective athlete pathway program
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 a 'high performance' success profile, DTE and sport program with the NSWIS coach/program
WPA/WPNSW 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

ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> ▪ WPA Advanced Coach accreditation ▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals ▪ SIA Anti-doping Annual Update ▪ SIA (PBTR) Child Protection and Safeguarding 	<ul style="list-style-type: none"> ▪ WPA Elite Coach accreditation ▪ Relevant tertiary qualifications (or equivalent experience) in a coaching/sport science/management discipline.






- Valid Driver's License
- Current Working with Children Check (WWCC)
- First Aid and CPR Certificate

EXPERIENCE AND KNOWLEDGE

Experience	Knowledge
<ul style="list-style-type: none"> ▪ Successful campaign delivery at a State / National / International level ▪ Proven success with devising and executing a long-term plan periodised plan to guide the development of talent / emerging international athletes ▪ Experience working in international / domestic high performance sport environments, developing talented 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 implementing and driving 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 	<ul style="list-style-type: none"> ▪ Up to date with current trends in coaching science and practice that contribute to athlete success ▪ 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

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	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational
 People Management	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
Personal Attributes Manage self	Intermediate	<ul style="list-style-type: none"> Adapt existing skills to new situations Show commitment to achieving work goals Show awareness of own strengths and areas for growth and develop and apply new skills Seek feedback from colleagues and stakeholders Stay motivated when tasks become difficult
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	Intermediate	<ul style="list-style-type: none"> Focus on providing a positive customer experience Support a customer-focused culture in the organisation Demonstrate a thorough knowledge of the services provided and relay to customers Identify and respond quickly to customer needs Consider customer service requirements and develop solutions to meet needs Resolve complex customer issues and needs

Group and Capability	Level	Behavioural Indicators
Relationships Work collaboratively	Adept	<ul style="list-style-type: none"> Co-operate across work areas to improve outcomes for customers
		<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	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