

SPORT PHYSIOLOGY PRACTITIONER – AUSTRALIAN SAILING

Unit	Sport Science	Area:	Physiology
Department/Agency	The NSW Institute of Sport	ANZSCO code	234915
Classification/band	NSWIS Grade 3, Level 1	PCAT code	3119192
Reports to	NSWIS Manager, Physical Preparation	Date of Approval	22 July 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.

Australian Sailing is the national governing body to advance, promote, administer and grow the sport of sailing. Through advocacy and partnerships with government and industry; Australian Sailing works to achieve support for programs and activities for the benefit of the sport. We provide leadership to maintain and enhance standards and enrich the quality and reputation of sailing for the collective and mutual benefit of Members, Associates and Participants. Australian Sailing represents the interests of Australian Sailing as a member of World Sailing, the Australian Olympic Committee and Australian Paralympic Committee.

ROLE PURPOSE

As a member of the Australian Sailing (AS) Performance Support team, the Physiologist will drive holistic athlete development to positively impact training and performance and provide best practice physiology services to Australian Sailing (AS) categorised athletes along the performance pathway from the Australian Sailing Team (AST) to the State Sailing Pathway Program (SSPP), as a part of an integrated inter-disciplinary team.

This role is partnered with Australian Sailing and based predominantly out of the National Training Centre at Middle Harbour, Sydney. The Sport Physiology Practitioner will be required to collaborate across the NSWIS, Australian Sailing and the wider National Institute Network (NIN) to ensure consistency in the development of independent, resilient and robust athletes to optimise performance. This role will work with the AS Physical Preparation Lead to develop and deliver systems within the daily training environment (DTE) that will facilitate evidence-based decision making to support individual campaign plans to optimally prepare for the 2028 and 2032 Olympic Games.

KEY PERFORMANCE AREAS

General Program Elements

- 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, training loads and athlete availability 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 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.

Sailing Specific Program Elements

- Develop and reinforce strong working relationships with key stakeholders to deliver impactful interventions and undertake a collaborative, athlete centred case management approach to ensure priority athletes are maximising their availability to train and compete.
- Work with the AS Physical Preparation lead, other AS and NSWIS performance support staff and AS National Coaches to design and deliver world class physiology technical expertise, systems and support to athletes and coaches across the HP sailing system. This may include:-
 - Provide technical expertise and monitoring training prescription, load and wellness.
 - Monitor heart rate variability (HRV) where identified.
 - Monitor on-water training in the DTE and in domestic and international regattas to assist with understanding of the physiological demands for each class to optimise training planning.
 - Coordinate physiology testing and screening as per the AS National Testing Protocols.
 - Coordinate physiological interventions (e.g. heat acclimation, pre-cooling)
 - Coordinate and lead recovery interventions for individual athletes and implement these at the NTC.
 - Travel and jetlag management strategies for domestic and international training and competition.
 - Work closely with other members of the AS and NSWIS Performance Support Teams to design and deliver integrated programs.
- Consistently display and uphold NSWIS and AS's values and behaviours.
- Consistently display and uphold and AS's athlete initiated 5R's: Resourcefulness, Respect, Resilience, Responsibility & Results.

KEY CHALLENGES

- Working in a fast paced, complex multi-sport and multi-discipline high performance environment by providing timely guidance and feedback to accomplish a task or solve a problem.
- Ability to think strategically and develop interventions accordingly.

- Develop a learning environment that enables coaches and athletes to gain insights through systematic performance monitoring which assess training program effectiveness (overall workload) and informs athlete adaptation response and competition strategies.

KEY RELATIONSHIPS

Who	Why
AS Performance Support Manager AS Physical Preparation Lead	To support delivery of AS Physiology services
NSWIS Manager, Physical Preparation	To support delivery of NSWIS Physiology services
Athletes: NSWIS, AS National Squad and State Sailing Performance Programs	To support individual athlete performance planning and implementation
Coaches: NSWIS, AS National Squad and State Sailing Performance Programs	To support the delivery of a high-performance sport program
AS & NSWIS Performance Support Teams	To support an integrated performance approach and collaboratively prepare world's best athletes
AS High Performance Pathways Manager	To support the NINs in a streamlined, efficient and consistent manner
NSWIS 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

ROLE DIMENSIONS

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

ROLE REQUIREMENTS






Experience	Knowledge
<ul style="list-style-type: none"> ▪ 3+ years' experience in the provision and application of physiology services and proven experience interacting with high performance coaches and athletes ▪ Proven success in utilising physiology knowledge for planning, periodising and managing athletes across seasons/campaigns at national or international level 	<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 ▪ Understanding the requirements of high-performance athletes and coaches

<ul style="list-style-type: none"> ▪ Proven experience in using a holistic approach to planning and monitoring athletic performance to achieve performance progression ▪ Demonstrated ability and commitment to work in a multi-disciplinary/sport team environment with high performance coaches and athletes ▪ Experience in operating and managing quality control and quality assurance programs to meet compliance standards ▪ Proven ability to analyse data, interpret results and produce reports for influencing athletic training programs 	<ul style="list-style-type: none"> ▪ Understanding of technical expertise in the maintenance, technical operation and related procedures/protocols of a variety of sport science equipment for testing and monitoring purposes ▪ 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
--	--

Essential	Desirable
<ul style="list-style-type: none"> ▪ Min 3+ years fulltime experience in the provision and application of physiological services and proven experience interacting with high performance coaches. ▪ Undergraduate degree with Honours in Exercise, Health, Movement and/or Sport Science ▪ Level 1 Anthropometry ▪ ESSA Sport Scientist Level 1 ▪ 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"> ▪ Masters by research or PhD in Exercise, Health, Movement and/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
	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
	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Foundational
	Manage Reform and Change	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 Build co-operation and overcome barriers to information sharing and communication across teams/units

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> 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