

GRADUATE ASSISTANT, STRENGTH & CONDITIONING

Unit	Sports Science	Area:	Strength and Conditioning
Department/Agency	The NSW Institute of Sport	ANZSCO code	139915
Classification/band	Grade 1 Level 4	PCAT code	1339192
Reports to	Section Lead, Strength and Conditioning	Date of Approval	15 August 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

This role provides an opportunity for Exercise, Health, Sport Science, Coaching or related field graduate to assist in the provision of high-performance support across Strength and Conditioning whilst developing their professional capabilities through a targeted curriculum across a two year period. The Strength and Conditioning Graduate assists in the design, implementation and monitoring of strength and conditioning programs and coaching to effectively optimise the achievement of athlete and sport program performance outcomes.

The role is designed to enhance the knowledge, skills and technical expertise of an early-career practitioner and provide applied experience in an inter-disciplinary environment and will be primarily based at Sydney Olympic Park; however, opportunities may present at any of our NSWIS satellite training centres or facilities, across sports.

KEY PERFORMANCE AREAS

- Undertake structured learning curriculum alongside daily training environment responsibilities to enhance professional development capabilities.
- Assist in the design, implementation and monitoring of high quality and specialised strength and conditioning programs in partnership with sport coaches and other sport science team members.
- Under guidance, collect, analyse, and interpret data to inform and influence athletic training programs.
- Liaise and effectively communicate with members of the Sport Science department, athletes, and coaches to ensure effective, innovative, and efficient performance support delivery.
- Under the direction of the Strength and Conditioning Lead, implement all areas of service provision with consistent alignment with NSWIS systems, processes and technologies.
- Support in areas of facility and equipment/technology management.

KEY CHALLENGES

- Working in a fast-paced, complex multi-sport and multi-disciplinary high-performance environment.
- Adapting to ways of working that includes cross-discipline delivery of performance support requiring close liaison with discipline expertise.

- Working collaboratively with multiple stakeholders and varying agendas

KEY RELATIONSHIPS

Who	Why
Section Lead, Strength and Conditioning	To support delivery of NSWIS Strength and Conditioning services
Athletes	To support individual athlete performance planning and implementation
Coaches and Performance Team	To support the delivery of a high-performance sports 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	Nil

ROLE REQUIREMENTS

Experience	Knowledge
<ul style="list-style-type: none"> ▪ 1-2+ years' part time experience in provision of strength & conditioning support ▪ Demonstrated experience interacting with high performance coaches and athletes. ▪ Ability to work collaboratively as part of a high-performance team/organisation. ▪ Ability to collect, analyse, report, and communicate training and performance data to inform decision-making. ▪ Ability to complete autonomous learning and seek scientific evidence to support a training or performance recommendation. ▪ Experience assisting in the maintenance, technical operation and related procedures/protocols of strength & conditioning equipment and facilities 	<ul style="list-style-type: none"> ▪ Understanding of the requirements of physical preparation program design and practical implementation for athletes ▪ Understanding of assessment and profiling of sports performance ▪ Competent in a practical setting to coach individual and groups of athletes ▪ Understanding of inter-disciplinary collaboration, and how the sport science disciplines work together to influence athlete performance. ▪ Demonstrated communication skills (both interpersonal and written) within a team. ▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs (Vald & Smartabase desirable)
Essential	Desirable
<ul style="list-style-type: none"> ▪ Undergraduate degree in Exercise, Health, Sport Science, Coaching or related field 	<ul style="list-style-type: none"> ▪ Honours or Postgraduate degree (or currently undertaking) in Exercise, Health, Sport Science,

<ul style="list-style-type: none"> ASCA Level 1 Coach or international equivalent with ability and desire to attain ASCA Associate Level 2 Coach within 6 months 1-2+ years part-time experience in strength & conditioning / physical preparation with high performance athletes Sport Integrity Australia (SIA) Anti-doping Fundamentals and 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"> Coaching or related field Knowledge and experience with strength & conditioning related software & technology (including Teambuildr, BridgeAthletic, Force Plate and VBT technology)
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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	Foundational
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity	Foundational
	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Foundational	Foundational
	Influence and Negotiate	Foundational
	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Foundational
	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 Manage self	Adept	<ul style="list-style-type: none"> Keep up to date with relevant contemporary knowledge and practices Look for and take advantage of opportunities to learn new skills and develop strengths Show commitment to achieving challenging goals Examine and reflect on own performance Seek and respond positively to constructive feedback and guidance Demonstrate a high level of personal motivation
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

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