

GRADUATE ASSISTANT, DIETITIAN (SNACS)

Unit	Sport Science	Area	Nutrition
Agency	The NSW Institute of Sport	Classification	Level 1, Grade 4
ANZSCO code	251111	PCAT code	1339192
Reports to	Head of Nutrition	Date of approval	14 August

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 purpose of the Sports Nutrition Accelerated Career Scheme (SNACS) is to fast-track the development of early-career sports dietitians into effective, world-class sports nutrition practitioners in the Australian High-Performance (HP) sport system).

The SNACS Sports Dietitian will perform on-the-job learning by further developing their technical knowledge and practical application of nutritional support to categorised athletes. Over the two-year pathway, the practitioner will assist in the provision of nutrition services to allocated sports, coaches, and athletes as a part of an integrated, multi-disciplinary team that positively impacts athlete performance. They will also perform project-based tasks, workshops and be involved in designing educational content under the guidance and mentorship of other staff, while undertaking a structured personal and professional development plan in line with program outcomes.

KEY PERFORMANCE AREAS

- Understand the role of the Sports Dietitian in HP sport and develop a greater understanding of the operations of the Australian HP sport system.
- Assist in the delivery of effective nutritional services and support to athletes and coaches for allocated sport program/s as part of an integrated performance team.
- Participate in all required learnings.
- Comply with all regulatory requirements related to athlete health data and align daily practice to the NSWIS Nutrition support delivery model.
- Encourage athletes to implement and apply nutrition strategies that connect with their goals through non-judgemental, motivating, and engaging methods that uses food as their performance advantage.
- Advocate for the importance of nutrition in high performance sport via various means e.g., team meetings, workshops.
- Build strong and authentic relationships with NSWIS staff, coaches, and performance team members, and build a network of colleagues from the wider Australian HP system.

KEY CHALLENGES

- Facilitate the implementation of the NSWIS Nutrition delivery model to increase integration of nutrition service delivery across a range of targeted sports, training, and competition environments.
- Support coaches and sport partners to utilise nutrition services strategically to identify where nutrition interventions and modifications will have the greatest performance impact.
- Working collaboratively with multiple stakeholders and varying agendas.

KEY RELATIONSHIPS

Who	Why
Head of Nutrition	To support delivery of NSWIS Nutrition services.
Senior Sports Dietitian	To support delivery of NSWIS Nutrition services.
Team members, Nutrition	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.
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.
Direct reports	Nil.

KEY EXPERIENCE AND KNOWLEDGE

Experience	Knowledge
<ul style="list-style-type: none"> Min 1+ year fulltime equivalent experience in the provision and application of nutrition services. Exposure to the delivery of health and performance nutrition services to athletes. Demonstrated experience in working in a team environment. Experience working collaboratively within a sporting environment. Experience in using a holistic approach to planning and monitoring health and/or athletic 	<ul style="list-style-type: none"> Understanding of current trends, technological advances and practices in sports nutrition & dietetics. Demonstrated ability to modify and develop nutrition interventions according to individual needs. Broad awareness of methods to influence behavior change e.g. motivational interviewing. Basic understanding of the scope of roles and responsibilities within performance support.





performance.	<ul style="list-style-type: none"> Strong communication skills (including written, verbal, and interpersonal) and a proven ability to build and maintain effective relationships with a diverse range of stakeholders. Intermediate/advanced knowledge of MS Office and other nutrition specific programs (e.g., Food Works).
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ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> Min 1+ years fulltime experience in the provision and application of nutrition support. Undergraduate or Master's degree in nutrition/Dietetics from a DA accredited course. Obtained Practising Dietitian accreditation (APD). Current First Aid and CPR certificate. Current Working with Children Check (WWCC). Completed or currently enrolled in 2025 Sports Dietitians Australia Sports Nutrition course (fully online OR hybrid), and in the process of becoming an Accredited Sports Dietitian (AccSD). Sport Integrity Australia - Anti-Doping Fundamentals and annual update 2025. 	<ul style="list-style-type: none"> Current driver's licence.

CAPABILITY SUMMARY

The [NSW Public Sector Capability Framework](#) is a foundational tool that supports the public sector to attract, recruit, develop and retain a responsive and capable workforce. Below are the capabilities and level required to successfully perform 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	Foundational
	Manage Self	Intermediate
	Value Diversity	Foundational
	Communicate Effectively	Intermediate
	Commit to Customer Service	Foundational
	Work Collaboratively	Foundational
	Influence and Negotiate	Foundational
	Deliver Results	Foundational
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational

FOCUS CAPABILITIES

The focus capabilities are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours expected at that level. Focus capabilities are aligned with the role's key performance areas.

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	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 to gain an understanding 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
Results Deliver results	Foundational	<ul style="list-style-type: none"> Seek clarification when unsure of work tasks Complete own work tasks under guidance within set budgets, timeframes and standards Take the initiative to progress own work Identify resources needed to complete allocated work tasks
Results	Intermediate	<ul style="list-style-type: none"> Understand the team and unit objectives and align operational activities accordingly Initiate and develop team goals and plans, and use feedback to inform future planning

Group and Capability	Level	Behavioural Indicators
Plan & prioritise	Foundational	<ul style="list-style-type: none"> 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 affect the achievement of team and unit goals Accommodate and respond with initiative to changing priorities and operating environments
Results Think & solve problems		<ul style="list-style-type: none"> Ask questions to explore and understand issues and problems Find and check information needed to complete own work tasks Identify and inform supervisor of issues that may have an impact on completing tasks Escalate more complex issues and problems when these are identified Share ideas about ways to improve work tasks and solve problems Consider user needs when contributing to solutions and improvements