

PERFORMANCE SCIENTIST – AUSTRALIAN SAILING

Unit	Sports Science	Area:	Sports Science
Department/Agency	The NSW Institute of Sport	ANZSCO code	511112
Classification/band	Grade 3, Level 1	PCAT Code	1119192
Reports to	NSWIS Manager, Physical Preparation	Date of Approval	2 September 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 performance environments (DPE) 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. This role is partnered with Australian Sailing and based predominantly out of the National Training Centre at Middle Harbour, Sydney.

NSWIS plays an integral part in Australia's High Performance 2032+ Sport Strategy and its vision that "We win well to inspire Australians". NSWIS is committed to building an inclusive and sustainable sporting system that is: performance driven, athlete focused, exceptionally led and purposefully collaborative.

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 Performance Scientist will provide a variety of sport science support 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.

The role will require the delivery of general sport science support across physiology, biomechanics, and performance analysis.

The successful candidate will have a strong focus on the development, prescription and monitoring of physiological performance factors to maximise athlete training and performance.

This role 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 performance environment (DPE) that will facilitate evidence-based decision making to support individual athlete campaign plans to optimally prepare for the 2028 and 2032 Olympic Games.

KEY PERFORMANCE AREAS

- Work with the AS Physical Preparation Lead, other AS and NSWIS performance support staff and AS National Coaches to design and deliver world class sport science technical expertise, systems and support to athletes and coaches across the HP sailing system. This may include:-
 - Working closely with other members of the AS and NSWIS Performance Support Teams to design and deliver integrated programs.
 - Attending DPE training sessions, camps, and competitions to support an integrated approach to performance support needs.
- Providing technical expertise and monitoring training prescription, load and wellness and the physiological profiling of athletes. This may include:
 - Physiological testing and assessment of athletes (field and laboratory-based) as per the AS National Testing Protocols. Including data analysis, interpretation of results, and production of reports for coaches and athletes to inform and influence athletic training programs
 - Heart rate variability (HRV) monitoring and other internal and external load-response measurements. Includes monitoring of Training Peaks / AMS / Ludum
 - Collection and management of performance and physiological data (e.g., force and power data, speed, hydration, core temperature, etc)
 - Monitor on-water training in the DPE and in domestic and international regattas to assist with understanding of the physiological demands for each class to optimise training planning.
 - Analysis and databasing of athletes' training and competition data (for example GPS data) to ensure training is meeting race demands
 - Deliver and monitor acclimatisation, recovery, and other performance interventions to athletes
 - Develop and implement travel and jetlag management strategies for domestic and international training and competition.
- Continually improve and develop the sport science service to gain a competitive advantage on the international stage,
- Ensure NSWIS planning, delivery and monitoring frameworks, and technology platforms are integrated and aligned with AS philosophies and ways of working.
- Lead workshops and seminars to inform and educate performance support providers, athletes, coaches and other HP staff using the latest research and case studies to increase their understanding and enhance the application of physiological and training processes as part of an athlete's 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 and coaches to ensure effective and efficient service delivery within each sport program.
- 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.
- Consistently display and uphold NSWIS and AS's values and behaviours.
- Consistently display and uphold AST's athlete initiated 5R's: Resourcefulness, Respect, Resilience, Responsibility and Results.
- Support and/or establish, implement and maintain quality data capture, analysis and reporting process in support of sport, discipline and organisational performance outcomes.

KEY CHALLENGES

- Working successfully 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.
- Adapting to ways of working that includes 'cross discipline' delivery of performance support requiring close liaison with discipline experts in AS and NSWIS.

KEY RELATIONSHIPS

Who	Why
AS Performance Support Manager AS Physical Preparation Lead	To support delivery of AS sports science services, particularly physiology
NSWIS Manager, Physical Preparation	To ensure performance is aligned for success and support delivery of NSWIS sport science 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





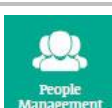
Essential	Desirable
<ul style="list-style-type: none"> ▪ 3+ years experience working with elite athletes and coaches in a high performance environment in a similar or related role. 	<ul style="list-style-type: none"> ▪ Masters or PhD in Exercise Physiology / biomechanics or related field ▪ ESSA Sport Scientist Level 2 ▪ ASCA Level 1 or 2 qualifications

<ul style="list-style-type: none"> ▪ Undergraduate degree with Honours in Sport Science, Human Movement, or related field ▪ ESSA Sport Scientist Level 1 ▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals and Annual Update ▪ Valid Driver's License ▪ Current Working with Children Check (WWCC) ▪ First Aid and CPR Certificate 	<ul style="list-style-type: none"> ▪ SIA (PBTR) Child Protection and Safeguarding
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Experience	Knowledge
<ul style="list-style-type: none"> ▪ Extensive experience of working in a multidisciplinary performance team with high performance coaches and athletes to achieve sport outcomes. ▪ Proven ability to monitor training loads in line with latest best practise methods across a range of sports and training modes. ▪ Demonstrated ability to provide expert guidance on training load distribution and management. ▪ Demonstrated technical expertise in conducting, analysing and reporting on laboratory and field based testing protocols for physical and physiological performance in a range of sports/events. ▪ Developing and validating methods of analysing performance in a range of sports or events. ▪ Communicating complex concepts, data and analytics in a coach and athlete friendly manner. ▪ Working collaboratively in a multi-disciplinary team to achieve common goals, combined with an ability to work independently and with a high level of personal initiative and autonomy. ▪ Must have experience of working with children and demonstrate an understanding of appropriate behaviours when engaging with children. 	<ul style="list-style-type: none"> ▪ Knowledge and understanding of the physiological principles of high performance (Olympic and Paralympic) sports ▪ Knowledge and understanding of the quality assurance process for testing and monitoring in elite sport. ▪ Knowledge and understanding of performance analysis and data analytics in HP sport. ▪ Knowledge and understanding of Australian High-Performance Sport system and requirements of high-performance athletes, coaches and performance support services that contribute to athlete success ▪ Understanding of the key levers for high performance delivery to achieve international success ▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs i.e., AMS platform ▪ Up to date with current trends in sport science and technological advancements in equipment ▪ Awareness of contemporary issues relating to athletes in high performance sport (mental health, wellbeing, social issues)

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	Adept
	Manage Self	Adept
	Value Diversity	Intermediate
	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
	Manage and Develop People	Adept
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Adept

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 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 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

Group and Capability	Level	Behavioural Indicators
Relationships Influence & negotiate	Adept	<ul style="list-style-type: none"> Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services
		<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
		<ul style="list-style-type: none"> Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work Initiate, prioritise, consult on and develop team/unit goals, strategies, and plans Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate achievements and adjust future plans accordingly