

SECTION LEAD, PHYSIOLOGY

Unit	Sport Science	Area:	Physiology
Department/Agency	The NSW Institute of Sport	ANZSCO code	251111
Classification/band	Grade 3, Level 3	PCAT Code	1339192
Reports to	Manager, Physical Preparation	Date of Approval	17 October 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.

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.

ROLE PURPOSE

The Section Lead Physiology is responsible for supporting the Manager, Physical Preparation with the evaluation of sport physiology performance services, contribute to maintaining world class technical standards of physiology support and represent the Physiology team in leadership meetings. The Physiology Section Lead is required to positively contribute to organisational and performance team planning of physiology support services and the recruitment and performance management of physiology staff.

The role will oversee, quality assure and manage the technical delivery of physiology support across NSWIS sport programs, ensuring relevance and alignment with national partner priorities. The role will also provide technical expertise and physiology support to athletes and coaches in allocated sports program(s).

KEY PERFORMANCE AREAS

- As part of the sport science leadership team, provide strategic leadership, critical review, advice and direction to staff to achieve unit and business objectives. Lead the development of physiology delivery models which optimise physical preparation, athlete availability and performance outcomes in line with national priorities.
- Collaborate with the Manager, Physical Preparation to develop and implement frameworks, policies and guidelines, that deliver sport outcomes for NSWIS aligned with international best practice. Critically review the quality of physiology support, reporting on relevant strategies and issues to senior management to ensure that NSWIS has a competitive advantage on the international stage.
- Support the Manager, Physical Preparation to develop and provide leadership to NSWIS and the NIN/NSO networks. Quality assure, coordinate, consult and deliver a range of services and projects that positively impact on the identified strategic priorities of NSWIS and NSO high performance plans; including identifying and developing research and innovation priorities.
- As a member of a performance team, work collaboratively with coaches to analyse the needs of the athlete and sport and set appropriate performance goals. Then assess, develop, implement, monitor, and review plans that ensure physiology support services are fully integrated with the performance team.
- Provide physiology technical expertise, services and support to athletes and coaches for allocated sport programs.

Promote and support a world class culture and network connection, where best practice techniques and methods are embraced in physiology service delivery.

- Actively manage staff, develop and implement NSWIS Performance Management and professional development processes for all direct reports, aligning with organisational goals.
- Oversee the management, maintenance, calibration and quality control of the physiology lab, recovery and environmental facilities, equipment and hardware/software in accordance with industry standards.

KEY CHALLENGES

- Capability to establish professional relationships across discipline areas and broad geographical locations and negotiate effectively through competing and conflicting priorities, to influence them to adopt new ways of working, and change behaviours to provide a performance impact, during the various stages of athlete development across a range of targeted sports, training and competition environments.
- Ensure the quality of physiology support and expertise delivered to sport partners meets best practice standards.
- Influence coaches, the performance team, and sport partners to engage in strategic planning which integrates physiology support and identifies where interventions and modifications will have the greatest performance impact.
- Management (health and safety, maintenance, internal audit, calibration) and quality control of physiology facilities, equipment and hardware/software in accordance with industry standards

KEY RELATIONSHIPS

Who	Why
Manager Sport Science and Manager, Physical Preparation	To support delivery of NSWIS Physiology Services and ensure performance is aligned for success
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 the integrated and holistic service to the organisation and ensure the delivery of world class technical expertise
NSWIS staff & managers	To work collaboratively to support, enable and impact athlete performance and organisational effectiveness
NSWIS partners	Foster collaborative relationships that inform and support achievement of system and sport outcomes, including NSOs, AIS, SIS/SAS, Universities, and industry partners

ROLE DIMENSIONS

Budget	Nil
Authority/approval level	\$10,000
Reporting role	Sport Physiology Practitioners Sport Physiology Providers HDR Students Interns

ROLE REQUIREMENTS

Essential	Desirable
6+ years track record of success in the provision and application of Sports Physiology services to high performance athletes - Master's degree in Sport Science - Sport Integrity Australia - Anti-Doping Fundamentals and annual update 2022. - Sport Integrity Australia – PBTR – Child Protection and Safeguarding - Keep Australian Sport Honest Certificate - First Aid and Resuscitation certificate - Working with Children Check Number - Current driver's licence	- PhD in Sport Science or related field - ESSA Level 1 2+ years demonstrated experience in the supervision of staff - Demonstrated success in leadership roles within a sport performance team and the physiology performance environment of athletes

Experience	Knowledge
- Extensive experience (6+ years) in the provision and application of physiology services and proven experience interacting with high performance coaches and athletes - Demonstrated success working with athletes across multiple sports - Demonstrated ability to diagnose, plan and deliver multi-discipline solutions to complex performance problems - Demonstrated record of success in providing leadership and coordination to achieve personal and team performance, and meet organisational and strategic objectives - Extensive experience in working in a performance environment encompassing project and research work - Demonstrated technical expertise in the maintenance, technical operation and related procedures/protocols of sport science equipment and facilities. - Demonstrated experience in leading delivery of quality advice and reporting on relevant issues to senior management - Demonstrated experience in support areas of facility management and developing/mentoring a physiology team.	- Demonstrated ability to modify and develop programs according to the results of a needs analysis, in conjunction with the technical coaches and other performance support staff - Highly competent in applying the principals of long-term athletic development within context of system and pathway, as well as individual athlete programming and planning - Demonstrated ability to take a leadership role within a sport performance team and managing the physiology aspects of the performance environment of athletes - 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 (VCP & SmartaBase desirable)

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	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	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 Display resilience & courage	Adept	- 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	- 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	- 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

Group and Capability	Level	Behavioural Indicators
Relationships Work collaboratively	Adept	- Connect and collaborate with relevant stakeholders within the community - 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	Adept	- 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	- 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
People management Manage & develop people	Adept	- Define and clearly communicate roles, responsibilities, and performance standards to achieve team outcomes - Adjust performance development processes to meet the diverse abilities and needs of individuals and teams - Develop work plans that consider capability, strengths, and opportunities for development - Be aware of the influences of bias when managing team members - Seek feedback on own management capabilities and develop strategies to address any gaps - Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way - Monitor and report on team performance in line with established performance development frameworks