

HEAD COACH, ENDURANCE CYCLING

Unit	High Performance	Area	High Performance
Agency	The NSW Institute of Sport	Classification:	Grade 3, Level 2
ANZSCO code	452317	PCAT code	3339191
Reports to	Manager, High-Performance	Date of approval	20 January 2026

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 Head Coach is responsible for leading, managing, and coaching the NSWIS Endurance Cycling Program, targeting consistent performances at national and international level for selected endurance cyclists of road, track, para and mountain bike cross disciplines. The role works collaboratively with the AusCycling Head Coach Endurance, AusCycling HPN Head Coach, and NSWIS Manager, High Performance to (i) optimize the holistic development of pre-elite cyclists, through individual performance planning, integrated performance support and coaching (ii) secure placement of athletes in teams, and (iii) deliver the European Ready program.

KEY PERFORMANCE AREAS

- Lead, develop and provide guidance in performance planning for the NSWIS Endurance Cycling Squad and selected endurance cyclists. This includes setting the strategic direction, the development of IAPP's, a robust coaching model, and coach performance management. By providing technical expertise and guidance, the Head Coach will foster a culture of excellence.
- Manage program resources to support endurance cyclists across New South Wales, including but not limited to financial, physical and human resources.
- Provide hands on coaching targeted at maximising individual cyclists and squad performance. Lead, manage, and coach the squad at major competitions.
- Manage allocation of budgets, and performance support to ensure cycling athlete's receive targeted and impactful interventions that result in improved performance.
- Lead the Performance Team in developing a world-class performance plan aligned with AusCycling's and NSWIS strategic objectives and assist in developing evidence-based performance targets.
- Support associated endurance coaches in the effective implementation of individual performance plans and training programs

- Lead on the development and implementation of the European Ready initiative that helps to prepare athletes for readiness to cope with the rigours and demands of international travel, life skills and compete internationally.
- Proactively engage with the High-Performance Network to support knowledge sharing within the cycling performance system.
- Collaborate with the Performance Support Team, Medical Team and associated endurance coaches to support the health and wellbeing of the riders.

KEY CHALLENGES

- Working in a fast paced, complex multi-discipline high performance sport environment.
- Working with and providing guidance for pre-elite endurance cyclists competing in the disciplines of road, track, para and MTB XC.
- Providing direction and technical leadership to the regional and state cycling coach community.
- Working collaboratively with multiple stakeholders and varying agendas.
- Adapting to ways of working that includes the integrated delivery of performance support requiring close liaison with discipline expertise.

KEY RELATIONSHIPS

Who	Why
NSWIS scholarship holders of endurance cycling	To optimize athlete development and progression through individual athlete performance plans and access to performance services and competitions so they can perform at their best.
Cycling Coaches	To work with associated coaches to maximise upskilling and collaboration within NSW competition.
NSWIS Performance Team	To collaborate and direct performance support team to deliver effective and efficient interventions that lead to improvement
AusCycling Australian Cycling Team Staff and HPN Network	To align with WITTW framework, individual athlete plans, and progression with the national coach/program. Support in identifying athletes with high potential.
NSWIS High Performance Manager	To consult and collaborate on strategic direction and decision making aligned to national context
NSWIS Sport Program Coordinator	To facilitate effective sport operations and administration
Clubs	To communicate a high-performance success profile, with home coaches and professional development teams to ensure alignment.
AusCycling & AusCycling NSW support staff	To provide direction, technical information and/or expertise in the lead up to and during competitions

ROLE DIMENSIONS

Budget	TBC
Authority / approval level	Nil
Direct reports	Nil

KEY EXPERIENCE AND KNOWLEDGE

Experience	Knowledge
<ul style="list-style-type: none"> ▪ Proven success in the provision of coaching for endurance cyclists at a national / international level ▪ Proven success with devising and executing long term athlete individual plans and a periodised plan to guide the development of a high-performance team. ▪ Experience working in international standard high-performance sport environments, developing high potential performers into elite performers. ▪ Successful leadership of a high-performance sport support team to achieve holistic athlete and sport performance outcomes. ▪ Experience in allocating and managing financial resources to support athlete performance outcomes. ▪ Experience with implementing and driving monitoring systems for athlete development and tracking across national systems. ▪ Experience in building and driving partnerships in sport to better achieve shared high-performance development outcomes. 	<ul style="list-style-type: none"> ▪ Up to date with AusCycling athlete development and competition exposure for pre-elite endurance cyclists who demonstrate the potential to progress to elite. ▪ Up to date with current trends in coaching science and practice that contribute to athlete success. ▪ Understanding the key components for holistic athlete development and progression to achieve national/international success. ▪ Understanding how to effectively leverage support services for national/international success in a restricted resource environment. ▪ Knowledge of talent pathway considerations and associated athlete success profiles for stages of the pathway. ▪ Knowledge of frameworks and tools that promote continuous improvement for work teams and individual contributors. ▪ Knowledge and understanding of the Australian high-performance system.

ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> ▪ 6+ years coaching endurance athletes at the National / International level. ▪ Relevant coaching accreditation at Level 2 or above ▪ Sport Integrity Australia Anti-Doping Fundamentals and annual update ▪ First Aid and CPR certificate ▪ Working with Children Check (WWCC) ▪ Valid driver's license ▪ Motorbike license to lead pacing sessions Travel and camp travel when required 	<ul style="list-style-type: none"> ▪ Level 3 coaching accreditation ▪ 5 years coaching endurance athletes at the National/ International level ▪ Intermediate/advanced knowledge of MS Office programs ▪ Sport Integrity Australia (PBTR) Child Protection and Safeguarding

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
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
 People Management	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Foundational
	Manage Reform and Change	Intermediate

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	Adept	<ul style="list-style-type: none"> ▪ Tailor communication to diverse audiences ▪ 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

Group and Capability	Level	Behavioural Indicators
Relationships Work collaboratively	Adept	<ul style="list-style-type: none"> ▪ Encourage a culture that recognises the value of collaboration ▪ Build cooperation and overcome barriers to information sharing and communication across teams and units ▪ Share lessons learned across teams and units ▪ Identify opportunities to leverage the strengths of others 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 relationships with internal and external stakeholders ▪ Anticipate and minimise conflict
Results Deliver results	Adept	<ul style="list-style-type: none"> ▪ Use own and others' expertise to achieve outcomes, and take responsibility for delivering intended outcomes ▪ Make sure staff understand expected goals and acknowledge staff success in achieving these ▪ Identify resource needs and ensure goals are achieved within set budgets 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 that the financial implications of changed priorities are explicit and budgeted for
Results Plan & prioritise	Adept	<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 and unit goals, strategies and plans ▪ Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses ▪ Ensure current work plans and activities support and are consistent with organisational change initiatives ▪ Evaluate outcomes and adjust future plans accordingly
People management Inspire direction & purpose	Adept	<ul style="list-style-type: none"> ▪ Promote a sense of purpose, and help the team to understand the strategic direction of the organisation and the needs of customers and stakeholders ▪ Translate broad organisational strategy and goals into tangible team goals and explain the links for the team ▪ Ensure that team objectives and outcomes lead to the implementation of government priorities and create value for customers and stakeholders ▪ Work to remove barriers to achieving goals