

Role Description

Sports Dietitian



Cluster	Creative Industries, Tourism, Hospitality and Sport
Department/Agency	NSW Institute of Sport
Division	Performance Support
Classification/Grade	NSWIS Grade 3, Level 1
Senior executive work level standards	Not applicable
Location	Sydney Olympic Park
OSCA Code	263231
PCAT Code	3331492
Date of Approval	24 August 2026
Agency Website	NSW Institute of Sport (NSWIS)

Agency overview

The NSW Institute of Sport [NSWIS] is a high performance sporting organisation that supports exceptional athletes and inspires NSW communities. 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 leading daily training environments. Our experts work in collaboration with national sporting system partners to 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 – Win Well. We are committed to building an inclusive and sustainable sporting system that is athlete focused, exceptionally led and purposefully collaborative.

We ensure athlete safeguarding is prioritised and that the integrity of sport is embedded in our organisation.

Primary purpose of the role

The Sports Dietitian will provide world class technical expertise and service delivery in Nutrition to allocated sports, coaches, and athletes as part of an integrated, performance-centred, multi-disciplinary team that positively impacts athlete performance. A key strategy for the role involves the integration of nutrition services in the allocated sport/s daily training environment to provide a

proactive application of tailored nutrition strategies as part of an individual periodised plan for athlete and sport development.

Key accountabilities

- Design and deliver world class nutrition technical expertise, services and support to athletes and coaches for allocated sport program/s as part of an integrated performance team by constructively challenging the knowledge and capabilities of coaches and athletes.
- Adopt and promote a collaborative approach to planning, preparation and performance that optimises internal and external expertise and closes 'gaps' to collectively achieve performance outcomes which aligns with the NSWIS nutrition delivery model.
- Implement a screening, testing, and monitoring approach aligned to national sporting organisation needs, inclusive of regular reporting to athletes, coach, and performance support staff by regular attendance at training sessions, camps, and competitions.
- Comply with all regulatory requirements related to athlete health data and translate athlete needs through identifying key issues in managing athlete care, and applying appropriate interventions as athlete development progresses which supports individuals with different circumstances, cultures and ability, in alignment to the NSWIS Nutrition support delivery model.
- Identify conditions that might cause risk factors or health issues for athletes, taking action to change the conditions under the guidance of the Head of Nutrition with referral to Medical/Performance Health where necessary particularly as it relates to injury and illness prevention, management and rehabilitation.
- Encourage athletes to implement and apply nutrition strategies which connect with their goals through non-judgemental, motivating, and engaging methods that uses food as their performance advantage.
- Lead workshops, seminars, etc. as required and contribute to the development of resources which are designed to inform and educate athletes, coaches, and performance team members in nutrition service development, and the latest research and case studies, to facilitate an increased use of nutrition services through better understanding and application of nutrition strategies.
- Build strong and authentic relationships with NSWIS staff, coaches, and performance team members to analyse the needs of the athlete and sport, set appropriate performance goals, and collaborate across health and sports science disciplines to collectively achieve performance outcomes, through the application of appropriate nutrition intervention.
- Assist in the maintenance, calibration and quality control of nutrition facilities, equipment, and hardware/software in accordance with the AIS National Quality Standards Scheme and/or relevant industry standards.
- Provide regular oral and written reports at appropriate meetings and assist in the delivery of quality advice and reporting on relevant issues to senior management which contributes to evolving a contemporary, proactive, and sustainable nutrition delivery model to support the integration of nutrition services in sport.

Key challenges

- Facilitate implementation of the NSWIS nutrition delivery model to increase integration of nutrition service delivery across a range of targeted sports, training and competition environments

which builds upon education and nutrition strategies as part of a tailored periodised plan for athlete and sport development.

- Influence coaches and sport partners to utilise nutrition services strategically to identify where nutrition interventions and modifications will have the greatest performance impact.
- Collaborate with relevant performance health and support staff on injury/illness case management, assisting athletes to maintain a level of health necessary to compete at an elite level.

Key relationships

Internal

Who	Why
Manager Sports Science	• To support delivery of NSWIS sport science services
Head of Nutrition	• To support delivery of NSWIS Nutrition services
NSWIS Coaches and Performance Teams	• To support the delivery of a high performance sport program
NSWIS Sports Science Unit	• To support an integrated performance approach and collaboratively prepare world's best athletes
NSWIS Staff and Managers	• To connect individual, team and program performance delivery of national and NSWIS daily training environments.

External

Who	Why
NSOs	• To enhance collaboration within the national system
NSWIS Athletes	• To support individual athlete performance planning and implementation

Role dimensions

Decision making

Nil

Reporting line

Head of Nutrition

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- Demonstrated extensive experience in working in a performance team environment encompassing project and research work.
- Extensive experience across different sports and/or levels of the high-performance athlete pathway.
- Proven success in utilising nutrition knowledge for planning, periodising and managing athletes across seasons/campaigns at national or international levels.
- Demonstrable success working with coaches, athletes, and other performance support providers across multiple sports.
- Demonstrated experience working 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.
- Proven experience in using a holistic approach to planning and monitoring athletic performance to achieve performance progression.
- High level of understanding of supplement policies (Sport Integrity Australia/WADA)
- Demonstrated understanding of current trends, technological advances and practices in sport dietetics.
- Demonstrated ability to modify and develop programs according to the results of a needs analysis including athlete assessment, hydration testing, body composition profile and injury history, in conjunction with the technical coaches and other performance support staff.
- Knowledge and understanding of the Australian high-performance sport system, and requirements of high-performance athletes and coaches.
- Demonstrated ability to lead projects within a sport performance team and facilitate collaboration across disciplines.
- 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

Essential requirements

- Min 3+ years experience in the provision and application of sports nutrition services to high-performance athletes
- Undergraduate degree (minimum) in Nutrition/Dietetics from a Dietitians Australia accredited course
- Accredited Practising Dietitian (APD) status with Dietitians Australia
- Accredited Sports Dietitian status with Sports Dietitian Australia (AccSD)
- ISAK Anthropometry Level 1
- Sport Integrity Australia Anti-Doping Fundamentals & Annual Update 2026
- Current Working with Children check
- Current First Aid and Resuscitation certificate

Capabilities for the role

The NSW public sector capability framework describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from

occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into focus capabilities **and** complementary capabilities.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Display Resilience and Courage Be open and honest, prepared to express your views, and willing to accept and commit to change	• Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback and advice • Acknowledge when someone challenges your ideas, seek to understand why and respond appropriately • Raise and work through challenging issues and seek alternatives • Respond professionally when under pressure and in challenging situations	Adept
 Relationships	Communicate Effectively Communicate clearly, pay attention to others and respond with understanding and respect	• Tailor communication to suit the needs, backgrounds and perspectives of diverse audiences and address barriers to participation • Clearly explain complex ideas and arguments to individuals and groups • Create opportunities for others to contribute • Share information with other teams and business units to enable informed decision-making • Write clearly and concisely in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences • Pay attention and encourage others to express their views	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
 Relationships	Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives	• Take responsibility for delivering high-quality customer-focused services • Design processes and policies based on the customers' experience and engage people with lived experience to inform service improvements • Create opportunities to learn about and measure what is important to customers by engaging with a wide range of customer experience • Use customer data, feedback and insights to improve service delivery • Find opportunities to collaborate with internal and external stakeholders to improve outcomes for customers • Maintain relationships with key customers in your area of expertise • Connect and collaborate with relevant customers from the community	Adept
 Relationships	Work Collaboratively Collaborate with others and value their contribution	• Encourage a workplace culture that values collaboration • Communicate with other teams to improve information sharing • Share lessons learned with other teams and business units • Identify opportunities to collaborate with stakeholders, including people with lived experience, to develop better processes and solutions • Actively use digital information platforms, collaboration tools and other digital technologies to share information and work with diverse audiences to solve problems and improve services • Consider diverse cultural perspectives to provide insights into collaborative work	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
 Relationships	Influence and Negotiate Gain consensus and commitment from others, and resolve issues and conflicts	• Negotiate from an informed and credible position • Lead and facilitate productive discussions with staff and stakeholders • Encourage others to share and debate ideas to help reach a consensus • Recognise diverse perspectives and the need for compromise when negotiating mutually agreed outcomes • Influence others with a fair and thoughtful approach and sound arguments • Be sensitive and show understanding when resolving conflicts and differences • Manage challenging relationships with internal and external stakeholders • Anticipate and minimise conflict	Adept
 Results	Deliver Results Achieve results by using resources efficiently and committing to quality outcomes	• Use your own and others' expertise to achieve outcomes, and take responsibility for delivering intended outcomes • Ensure staff understand expected goals and acknowledge staff success in achieving these • Identify the resources people need and ensure goals are achieved within budget and on time • Use business data to evaluate outcomes and inform continuous improvement • Identify priorities that need to change and ensure the way resources are allocated meets new business needs • Ensure you budget for and clearly state the financial impacts of new priorities	Adept
 Results	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	• Make recommendations based on evidence by researching and critically analysing information and identifying interrelationships • Anticipate, identify and deal with issues and potential problems that may impact organisational goals and the customer experience	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
		- Think creatively to come up with new ideas to resolve issues and improve customer experience - Seek input and ideas from people with different backgrounds and experiences - Participate in and contribute to team or business unit initiatives to resolve common issues or barriers to effectiveness - Identify and share business process improvements to enhance effectiveness - Analyse data and information to identify insights and communicate findings in a clear and meaningful way	

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
 Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
 Personal Attributes	Manage Self	Be persistent, self-reflect and commit to learning	Intermediate
 Personal Attributes	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate

Capability group/sets	Capability name	Description	Level
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
 Results	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Intermediate
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
 Business Enablers	Technology	Understand and use available technology to maximise efficiencies and effectiveness	Foundational
 Business Enablers	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Foundational
 Business Enablers	Project Management	Understand and use effective ways to plan, coordinate and control projects	Foundational