

Role Description

Senior Strength and Conditioning Practitioner – Winter Sports



Cluster	Creative Industries, Tourism, Hospitality and Sport
Department/Agency	NSW Institute of Sport
Division	Performance Support
Classification/Grade	NSWIS Grade 3, Level 2
Senior executive work level standards	Not Applicable
Location	National Snowsports Training Centre, Jindabyne
OSCA Code	262232
PCAT Code	3119192
Date of Approval	14 October 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.

NSWIS Winter Program overview

NSWIS along with its sport partners Olympic Winter Institute of Australia (OWIA) and Snow Australia (SA) work in partnership to lead, coordinate, and manage the NSWIS Winter Sport Programs.

The OWIA is Australia's national high-performance winter sports institute, dedicated to supporting elite athletes competing at the highest international level. Working closely with coaches, sporting federations and performance experts, OWIA supports athletes across multiple Olympic winter sports as they prepare for Olympic Winter Games, World Championships and World Cup events.

OWIA also lead the high-performance direction and delivery of the NSWIS winter sports program.

SA is the National Sporting Organisation for Australian Snowsports and operates the National Snowsports Training Centre (NSTC), located at the Jindabyne Sport and Recreation Centre in Jindabyne, NSW.

NSWIS utilises the SA NSTC facility to support the delivery of high-performance winter sport

programs and is responsible for several dedicated areas within the NSTC including the NSWIS High-Performance Strength and Conditioning Facility.

Primary purpose of the role

The NSWIS Senior Strength and Conditioning Practitioner will be responsible for leading the design and implementation of strength and conditioning programming and support for athletes within the National Para Winter Sport Programs including:

- Para Alpine Skiing
- Para Snowboarding
- Para Cross Country

The Senior Strength and Conditioning Practitioner will also provide strength and conditioning support to targeted national ski and snowboard park athletes. The role contributes to improved athlete and program performance by providing expert advice, practical support and integrated input as part of a multidisciplinary performance team.

The position is based at the National Snowsports Training Centre (NSTC) in Jindabyne and will manage the NSTC Strength and Conditioning Facility, including equipment, technology, daily operations and maintenance, ensuring the facility remains quality assured, functional and ready for high-performance training.

This role contributes to the professional development and mentorship of the Snow Australia Strength and Conditioning Coach based at the NSTC in Jindabyne. As required, the role may also provide backfill for NSTC camps, teams, groups and local community athletes.

The role will be line managed by the NSWIS Section Lead, Strength and Conditioning, who is located at Sydney Olympic Park, with the successful candidate being expected to remain connected with NSWIS HQ throughout the year.

Key accountabilities

- Provide strength and conditioning leadership within para winter sport, working with coaches and performance staff to support consistent athlete development and performance outcomes.
- Support the development of the SA Strength and Conditioning Coach based in Jindabyne by providing direction, setting standards and strengthening connections with NSWIS, SA and international colleagues.
- Support assigned sport programs, including NSWIS and OWIA athlete scholarships and SA Performance Pathways programs, through strength and conditioning delivery, monitoring and advice during daily training, camps, and competitions as required.
- Ensuring strength and conditioning activity aligns with the national winter sport plan, NSWIS planning and monitoring processes, and agreed technology platforms.
- Promote a culture of continuous improvement by working with coaches to develop practical strategies that support ongoing athlete development and performance progression.
- Develop and deliver educational resources for internal and external stakeholders as required.
- Build and maintain effective working relationships with NSWIS, SA, OWIA, and international colleagues, providing clear advice and reporting to senior leaders as required.
- Maintain accurate records and timely reports relating to athlete programs, attendance, program completion, testing, monitoring, program reviews and facility updates.

Key challenges

- Leading strength and conditioning across the national para winter sport network while

operating independently from Jindabyne, maintaining effectiveness in role whilst servicing remotely for large periods of the year.

- Building and maintaining effective relationships across NSWIS, SA, OWIA and the wider national sport network while managing competing priorities across multiple locations.
- Supporting the SA Strength and Conditioning Coach, athletes and coaches to adopt agreed ways of working and implement aligned training programs, including through remote support and collaboration with performance specialists.

Key relationships

Internal

Who	Why
Section Lead, Strength and Conditioning (NSWIS)	• To support delivery of NSWIS and OWIA strength and conditioning services and align Jindabyne-based delivery with the wider NSWIS S&C system
Manager, Winter Sports (NSWIS)	• To support day-to-day facility operations at the NSTC
NSWIS Administrator, Winter Sports	• To support day-to-day facility operations at the NSTC
NSWIS Staff	• To connect individual, team and program performance delivery of a national and NSWIS daily training environments

External

Who	Why
OWIA Lead Physical Preparation Coach	• To enhance collaboration within the winter sports strength and conditioning national system.
Snow Australia Strength and Conditioning Coach	• To provide professional development, direction and mentoring for the SA funded role and ensure a consistent standard of service delivery
Snow Australia Para Program Director	• Day to day link to Para High-Performance programs
Snow Australia Park and Pipe Director	• Day to day link to Ski and snowboard park high-performance athletes
Winter Sports Performance Support team	• To support an integrated performance approach and collaboratively prepare world's best athletes

Role dimensions

Decision making

Nil

Reporting line

This role reports to Section Lead, Strength & Conditioning

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- 6+ years, full-time experience in the provision and application of strength and conditioning support, and proven experience interacting with high-performance coaches and athletes through both face-to-face and remote service provision.
- 2+ years demonstrated experience in the management and/or supervision of staff
- Demonstrated experience mentoring, supervising or providing professional development support to strength and conditioning staff.
- Demonstrated ability to diagnose, plan and deliver multi-discipline solutions to complex performance problems
- Demonstrated experience of planning and periodising athletes across seasons/campaigns.
- Extensive demonstrated experience in working in a performance environment encompassing project and research work
- Demonstrated ability to modify and develop programmes according to the results of a needs analysis including athlete assessment, muscular-skeletal, dynamic profile and injury history, in conjunction with the technical coaches and other support staff, while adhering to first training science principles
- Highly competent to apply the principals of long-term athletic development within context of system and pathway, as well as programming and planning
- 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)

Essential requirements

- Extensive track record of success in Strength and Conditioning program design and practical implementation for high performance athletes.
- Honours or Master's degree in Exercise, Health, Sport Science or related field, specialising in Physical Development.
- ASCA Level 2 (Provider) or international equivalent.
- ASCA PCAS Pro or international equivalent.
- Sport Integrity Australia (SIA) Anti-doping Fundamentals.
- SIA Anti-doping Annual Update.
- SIA (PBTR) Child Protection and Safeguarding.
- Valid Driver's Licence.
- Current Working with Children Check (WWCC).
- First Aid and CPR 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
	Commit to Customer Service Provide customer-focused services in line with public	- Take responsibility for delivering high-quality customer-focused services - Design processes and policies based on the customers' experience and engage people	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
Relationships	sector and organisational objectives	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	
 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
 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	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
		Anticipate and minimise conflict	
 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 - 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	Adept
 People Management	Manage and Develop People Engage with and motivate staff, and develop their capability and potential	- 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	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
		- Be aware of the effects of bias when managing team members - Seek feedback about your management capabilities and develop strategies to improve on them - Address and resolve team and individual performance issues, including unsatisfactory performance, promptly and effectively - Monitor and report on team performance in line with established performance development frameworks - Develop positive relationships to ensure cultural safety and trust between team members	
 People Management	Manage Reform and Change Support and champion change, and help others to engage with change	- Promote change processes and communicate change initiatives to the team or business unit - Respond flexibly to uncertainty and changing priorities - Support others to manage uncertainty and change	Intermediate

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

Capability group/sets	Capability name	Description	Level
 Personal Attributes	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
 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	Intermediate
 Business Enablers	Technology	Understand and use available technology to maximise efficiencies and effectiveness	Intermediate
 Business Enablers	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Intermediate
 Business Enablers	Project Management	Understand and use effective ways to plan, coordinate and control projects	Intermediate

Capability group/sets	Capability name	Description	Level
 People Management	Inspire Direction and Purpose	Communicate goals, priorities and vision, and recognise achievements	Intermediate
 People Management	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Intermediate