Role Description

Diving Hub Coach, Talent

Cluster	Creative Industries, Tourism, Hospitality and Sport
Department/Agency	NSW Institute of Sport
Division	High Performance
Classification/Grade	NSWIS Grade 2, Level 1
Senior executive work level standards	Not Applicable
Location	Sydney Olympic Park
OSCA Code	462442
PCAT Code	3119192
Date of Approval	12 November 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

Under the guidance of the NSWIS Diving Senior Hub Coach the NSWIS Diving Hub Coach Talent, will be responsible for assisting with the provision of high-performance coaching services to targeted NSWIS scholarship athletes and Diving Australia Targeted Talent athletes based at the Sydney Olympic Park Aquatic Centre (SOPAC), with the goal of optimising performances of these athletes nationally and internationally, with a particular focus on assisting the progression of young athletes through the pathway.

In partnership with Diving Australia (DA) the role supports the alignment of the performance pathway with the national High-Performance Strategy and to drive the growth and development of the wider pathway within NSW.

The NSWIS Diving Hub Coach Talent plays a key role in strengthening the quality and depth of Australia's diving talent pipeline by supporting the growth and development of the broader pathway within NSW, fostering long-term excellence and sustainability across the sport.

Key accountabilities

- Develop the Diving pathway program to foster an elite training environment and ensuring continuity and progression through the pathway under the supervision of NSWIS Diving Senior Hub Coach
- In consultation with the NSWIS Diving Senior Hub Coach, the Hub Coach and DA Head Coach and Program Director, manage and execute innovative talent identification and transfer initiatives in alignment with Diving Australia's High Performance Strategy, to ensure that athletes with the right skills and motivations are included in the NSWIS Diving program
- Assist in coordinating the identification and nomination of athletes for NSWIS scholarship in accordance with NSWIS and DA athlete selection criteria and processes
- Provide direct coaching services to NSWIS Scholarship athletes, delivering high-performance coaching, structured daily training programs, annual performance plans and Individual Athlete Performance Plans (IAPPs) aligned with Diving Australia's athlete development frameworks and performance standards
- Monitor, evaluate and report on athlete training loads, performance progression and agreed development targets, ensuring training practices are evidence-based, age-appropriate and aligned with best practice across Talent, Junior and Senior pathway standards
- Implement Diving Australia's Athlete Development Framework (ADF) across the NSWIS Diving Program, ensuring alignment and consistency between Diving Australia, SIS/SAS and State/Club programs to support effective athlete progression through the performance pathway
- Foster a high-performance environment reflecting the principles of Winning Well, supporting athlete wellbeing, personal development, integrity and sustainable performance through collaboration with athletes, families and performance support practitioners
- Maintain open and effective communication with athletes, families, coaches and stakeholders, providing regular feedback and support on development, performance objectives, pathway opportunities and transition planning throughout the athlete performance pathway
- Provide program operational support to the NSWIS Senior Hub Coach, Hub Coach and Pathway Coach, including coaching backfill when NSWIS coaches are engaged in national team duties
- Support the delivery of Diving Australia national pathway programs, camps, competitions and athlete development initiatives as required
- Integrate performance support services, sports science, technology and performance analysis tools into coaching practice to enhance athlete development and performance outcomes
- Continuously develop and maintain contemporary coaching practice by engaging with national and international trends, talent development methodologies and performance innovations, while sharing knowledge and contributing to coach development across Diving Australia and the broader high-performance system
- Work collaboratively with Diving Australia and key stakeholders to build strategic partnerships that support the delivery of NSWIS Diving Program objectives and Diving Australia high-performance strategies
- Contribute to a culture of excellence within the NSWIS Diving Program, aligned with the values and behaviours of NSWIS and Diving Australia

Key challenges

- Working in a fast paced, complex multi-discipline high performance sport environment.
- Working within a restricted resource environment
- Working collaboratively with multiple stakeholders and varying agendas.
- Adapting to ways of working that includes 'cross discipline' delivery of performance support requiring close liaison with discipline expertise.

Key relationships

Who	Why
• Diving Australia (DA) • Diving NSW	• To work together to align the high-performance program, pathways and Daily Performance Environment (DPE) with DA's strategic plan
• NSWIS Diving Program Coaches	• To prepare NSWIS Scholarship athletes so they can perform at their best • To create a high-performance Daily Performance Environment [DPE] helping coaches and athletes perform and progress. • To collectively build a holistic program that develops athletes for world's best performances • To provide direction, technical information and/or expertise in the lead up to and during competitions to DA and/or Diving NSW support staff
• NSWIS High Performance Manager • Diving Australia Head Coach & Program Director • High Performance Program Manager	• To consult and collaborate on program strategic direction and decision making aligned to national context
• NSWIS Sport Coordinator	• To facilitate effective sport operations
• NSWIS Sport science staff	• To create a high-performance Daily Performance Environment [DPE] with specialist support for athletes coordinated through an effective performance team. • To collectively build a holistic program that develops athletes for world leading performances
• NSWIS staff	• To work collaboratively to support, enable and impact performance together

Role dimensions

Decision making

Nil

Reporting line

Senior Diving Hub Coach

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

Experience	Knowledge
▪ A minimum of 3+ years in high performance diving coaching ▪ Successful campaign delivery at a State / National level ▪ Proven success with devising and executing a long-term periodised plan to guide the development of pre-emerging / talent / emerging international athletes ▪ Experience working in international / domestic high performance sport environments, developing high potential performers into potential podium / podium performers ▪ Experience assisting with leadership of a high-performance support team to achieve holistic athlete and sport outcomes ▪ Experience with assisting to implement and drive monitoring systems for athlete development and tracking across local/national systems ▪ Experience in building and driving partnerships to better achieve shared high performance development outcomes ▪ Demonstrated ability to retain and progress high potential athletes. ▪ Exceptional interpersonal and communication skills, with the ability to inspire, and collaborate effectively with a range of stakeholders, including athletes, coaches and parents.	▪ Up to date with current trends in coaching science and practice that contribute to athlete success ▪ Strong technical diving specific background ▪ Understanding the key levers for high performance delivery 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 ▪ Awareness of frameworks and tools that promote continuous improvement for work teams and individual contributors ▪ Knowledge of the Australian High Performance Sport Systems ▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs

Essential requirements

- Relevant coaching accreditation in Diving
- Valid Driver's Licence
- Current NSW Working with Children's Check (WWCC)
- First Aid and CPR

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
 **Relationships**	**Communicate effectively** Communicate clearly, pay attention to others, and respond with understanding and respect	• Focus on key points and use clear, concise and inclusive language • Clearly explain and present ideas and arguments • Pay attention and ask appropriate and respectful questions to understand others' point of view • Promote the use of inclusive language and help others to adjust their language where necessary • Seek feedback about your communication style and adapt where necessary • Write in a way that is well structured and easy to follow • Clearly communicate routine technical information	Intermediate
 **Relationships**	**Work collaboratively** Collaborate with others and value their contribution	• Build a supportive and collaborative team environment • Share information and learning across teams • Acknowledge outcomes that were achieved by working together effectively • Share information with others to solve problems together • Support others in difficult situations • Use collaboration tools, including digital technology, to work effectively with others	Intermediate

Capability group/sets	Capability name	Behavioural indicators	Level
 Results	**Deliver results** Achieve results by using resources efficiently and committing to quality outcomes	• Seek and apply specialist advice when needed • Complete work tasks within set budgets, timeframes and standards • Take the initiative to progress and deliver your own work and that of the team or business unit • Contribute to assigning responsibilities and resources to ensure the team or business unit achieves goals • Identify any barriers to achieving results and resolve these where possible • Proactively change or adjust plans when needed	Intermediate
 Results	**Plan and prioritise** Plan to achieve priority outcomes and respond flexibly to changing circumstances	• Understand the team and business unit's goals and set work tasks that contribute to meeting them • Set and develop team goals and plans, and use feedback to inform planning • Respond proactively to changing circumstances and adjust your plans when necessary • Consider how immediate and longer-term organisational issues might affect the achievement of your team and business unit goals • Adapt and respond proactively when priorities and work environments 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
	**Display resilience and courage**	Be open and honest, prepared to express your views, and willing to accept and commit to change	Intermediate
	Act with integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate

Capability group/sets	Capability name	Description	Level
Personal attributes	**Manage self**	Be persistent, self-reflect and commit to learning	Intermediate
	Value diversity and inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
	Commit to customer service	Provide customer-focused services in line with public sector and organisational objectives	Intermediate
	Influence and negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
	Think and solve problems	Think, analyse and consider the broader context to develop practical solutions	Intermediate
	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
	Technology	Understand and use available technology to maximise efficiencies and effectiveness	Foundational
	Procurement and contract management	Understand and use procurement processes to ensure effective purchasing and contract performance	Foundational
	Project Management	Understand and use effective ways to plan, coordinate and control projects	Foundational
 People management	**Manage and develop people**	Engage with and motivate athletes and develop their capability and potential	Adept
	Inspire direction and purpose	Communicate goals, priorities and vision, and recognise achievements	Adept
	Optimise business outcomes	Manage people and resources effectively to achieve public value	Intermediate
	Manage reform and change	Support and champion change, and help others to engage with change	Intermediate