



**Australian Government**  
**Australian Sports Commission**

**AUSTRALIAN SPORTS COMMISSION  
JOB DESCRIPTION**

<b>Job Title:</b>	AIS/National Senior Coach - Adaptive	<b>Job Number:</b>	TBC
<b>Division:</b>	Australian Institute of Sport	<b>Location:</b>	Canberra
<b>Section:</b>	AIS Sport Programs		
<b>Program:</b>	Rowing		
<b>Reports to:</b>	National High Performance Director		
<b>Date of Effect:</b>	October 2010		

*The Australian Sports Commission (ASC) is the peak Commonwealth organisation overseeing the Australian sporting system. The Australian Institute of Sport (AIS) is the pre-eminent elite sports training institution in Australia, with world class facilities and support services. Rowing Australia Ltd (RA) is the peak sporting body for the sport of rowing that oversees a multi-dimensional and internationally successful sport.*

*The ASC, AIS and RA have come together under the auspices of the “National Rowing Centre of Excellence” (NRCE) to work towards the sustainable success of Australian crews on the international stage. The key performance measure for the program is the delivery of medals at the Olympic and Paralympic Games.*

*The National Rowing Centre of Excellence has as other stakeholders (in addition to the ASC, APC, AIS and RA) State Institutes and Academies of Sport (SIS/SAS), State Rowing Associations and High Performance Rowing Clubs.*

*The program also has a Canberra-based residential component comprising full-time rowing scholarships and a program of national training camps.*

*The program is overseen by a Joint Management Committee (JMC) comprising two representatives from each of the AIS and RA, including the AIS Director and the RA Chief Executive Officer.*

### **Primary Job Purpose**

Under the direction of the National High Performance Director (NHPD) implement strategies to achieve sustainable success for Australian adaptive rowing at successive Paralympic Games. Provide intensive, high quality training, support services and competition opportunities to adaptive athletes on AIS scholarship and within the National squad.

### **Job Responsibilities**

1. In conjunction with the NHPD, develop and successfully implement strategies to achieve the AIS/RA adaptive program objectives for the next two Paralympic cycles
2. Provide high quality training and competition opportunities including effective high performance coaching to AIS adaptive scholarship holders and the National program
3. Ensure the delivery of a coordinated high performance program through effective coaching direction, leadership, organisation/coordination and communication with AIS adaptive scholarship holders and national adaptive squad athletes and other key stakeholders
4. Ensure delivery of the national plan Australia-wide. This is likely to include some travel to other High Performance centres around Australia to provide guidance and direction on the national adaptive program, and involvement in national team selection
5. Develop and communicate national training and technique programs for Adaptive rowing to all stakeholders

6. Ensure the effective delivery of a holistic development program including education, career and personal development based on the individual needs of the AIS adaptive athletes
7. Ensure the effective integration, management and coordination of sport sciences and sports medicine services into the program and provide clear direction to coaches and service providers regarding the international standards required and performance monitoring
8. Provide leadership, in consultation with support providers and management, to ensure the appropriate behavioural standards are maintained in the program
9. Identify athletes for AIS scholarships and, in conjunction with the National High Performance Director and Sport Performance Manager, effectively manage national program resources and scholarship benefits to maximise athlete performance within a holistic training, competition and education/career program
10. Plan and evaluate athlete performance ensuring that accountability and reporting requirements are met
11. Monitor trends and innovations in adaptive rowing at an international level, integrating them into the daily training environment and national team camps/tours where appropriate
12. Liaise with the NHPD on all matters related to the National Program including the selection of national teams.

#### Decision making:

- Responsible for the athletic performance and high performance coaching direction of the AIS and national adaptive programs within agreed parameters

People Management:

No

Budget management responsibility: Yes – full budget accountability in consultation with NHPD

### **Selection Criteria**

#### **Qualifications and Experience**

- Tertiary qualifications in coaching or a related field
- Level II NCAS accreditation, or equivalent
- Demonstrated successful experience coaching elite adaptive rowers at the national and international level
- Experience and proven capability in the holistic development of young people
- Demonstrated experience in planning, organising and implementing a comprehensive high performance coaching program for elite athletes.

#### **Knowledge and Skills**

- Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments
- In-depth understanding and application of the principles of coaching, sports science, medicine and technology within a high performance program
- Well developed liaison, interpersonal, oral and written communication, and people management skills
- Sound financial and administration skills.

#### **Personal Attributes**

- Self motivated and able to work independently and as part of a team
- Demonstrated ability to meet competing demands through effective prioritisation in a results oriented environment
- Demonstrated success in managing individual differences and group dynamics
- Demonstrated ability to exercise sound judgement, observe confidentiality and use discretion and initiative
- Ability to work irregular and long hours, and capacity to travel domestically and overseas for extended periods.

