



## PERFORMANCE TEAM DIRECTOR - PATHWAYS

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**SPORTSPEOPLE**  
RECRUITMENT

- Lead a multidisciplinary team
- Maximise athlete development and performance

- Support athletes from a variety of sports
- \$107,990 to \$128,751 pa plus super and benefits

### ABOUT THE WESTERN AUSTRALIAN INSTITUTE OF SPORT

The Western Australian Institute of Sport (WAIS) is an elite sports institute established in 1983 by the Government of Western Australia to support athletes in Western Australia.

**The WAIS Vision** is to produce champions - sports people of the highest performance standards and personal integrity.

WAIS measures its success by the quality and quantity of its contribution to Australian International Sporting Success. The WAIS operational focus is on the delivery of high quality daily training environments to athletes currently representing Australia or considered capable of representing Australia in the future. WAIS operates and manages a series of Sport Programs as agreed in formal partnerships with each sport's National Sporting Organisation (NSO) and the State Sporting Organisation (SSO). Each program constitutes a core element of the sport's national high performance athlete pathway. WAIS will employ a Program Coach, or Coaches, to lead and direct a Program.

At present WAIS conducts 12 Sports Programs as well as providing individual support to selected athletes in Olympic/Paralympic sports not assisted by a WAIS Sport Program (Individual Athlete Program - IAP). The number of athletes training under WAIS's guidance at any one time is approximately 230. Of these around 100 will be current national senior team representatives.

Current WAIS Programs:

- Athletics
- Canoeing
- Cycling
- Diving
- Wheelchair Basketball
- Sailing
- Swimming
- Rowing
- Hockey - Men's
- Hockey - Women's
- Water Polo - Men's
- Water Polo - Women's

Staff are based in a new modern \$34 million purpose built facility at the WAIS High Performance Service Centre, located at HBF Stadium within the Mt Claremont Sports Precinct. WAIS staff include over 40 full and part-time coaches and 15 sport scientists and performance service officers.

### PERFORMANCE TEAM DIRECTOR - PATHWAYS

Reporting to the Chief Executive Officer, the Performance Team Director - Pathways (PTD-Pathways) is a senior management role focused on enabling enhanced athlete development and performance to achieve WAIS organisational goals.

This is one of three PTD positions within WAIS, each responsible for a cluster of sports and/or programs. The PTD-Pathways has responsibility for a cluster of sports in which WAIS has agreed to develop and prepare athletes for potential selection to a national training centre program not managed by WAIS. The current sports within the Pathways Performance Enhancement Team are cycling, diving, hockey and rowing.

The PTD-Pathways is responsible for leading a multidisciplinary Performance Enhancement Team (PET) of professional coaches and performance service staff to both enable athletes to achieve the required performance standards for selection to a sport national training centre and to develop the skills and mindset of the athlete to thrive and succeed.

The responsibilities cover managing systems and people to secure internal and external resources essential to deliver athlete performance targets. Routine reporting on the operations and outcomes of the team to the CEO and to sport program partners is required. The PTD-Pathways is also responsible for ensuring the performance enhancement team capability continues to evolve to ensure future challenges do not impact the team's ability to achieve its goals.

As a member of the senior management team the PTD-Pathways contributes to the routine monitoring and review of WAIS strategy and organisational capability required to deliver future results.

The role will suit candidates experienced in leading and managing a multi or inter disciplinary team of professionals and experts within a fast pace environment. These experiences may have been gained directly in high performance sport or alternatively through working in a leadership, coaching or mentoring capacity with high achievers in a non-sport environment. Regardless, candidates must demonstrate a clear understanding of the requirements of high performance coaches and best practice in high performance coaching to bring about results.

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## KEY RESULT AREAS

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The position responsibilities are further described under the WAIS strategic framework Key Result Areas below:

### **Athletes and Performance Systems**

Lead and manage coach led multidisciplinary teams operating within the WAIS athlete performance policy framework to achieve athlete performance goals through the delivery of high quality coaching and performance support services. Manage the delivery of specific projects focused on improving athlete performance systems or processes.

### **Staff**

Create and maintain a team environment that encourages positive contributions from all team members to a high performance culture and ensure all operations are in accordance with WAIS policy and process.

### **Partnerships & Stakeholders**

Manage a group of partnership based sport programs aligned to national pathways to deliver agreed outcomes in a manner that ensures all stakeholders are positively engaged with WAIS.

### **Finance**

Development and efficient management of the Performance Enhancement team budget in line with WAIS policy and process.

## POSITION ACCOUNTABILITIES AND OUTCOMES

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### **Athlete Performance Systems (60%)**

- Athlete Performance (25%)
  - Sport Program athletes achieve individual performance targets
  - KPI: Percentage or # of Performance Enhancement Team athlete targeted graduations
- Athlete Progression (15%)
  - Performance Enhancement Team athletes retain scholarship or successfully graduate
  - KPI: Percentage or # of Performance Enhancement Team athletes renewing scholarships or successfully graduate
- Quality of Service Delivery (10%)
  - Performance Enhancement Team athletes are provided with high quality service
  - KPI: Overall PET Score achieved by coaches and performance service staff in performance review ratings of service delivery

- Continuous Improvement (10%)
  - Improved quality of Performance Enhancement Division systems and processes
  - KPI: Impact of successfully implemented initiatives in achieving objectives

### **Staff (20%)**

- Compliance (10%)
  - Personal and team staff compliance with WAIS Policies and Procedures
  - KPI: Personal and Team member Rating of compliance to policies and procedures based on compliance index
- Team Leadership (10%)
  - Performance Enhancement Teams staff are engaged with WAIS
  - KPI: # of Performance Enhancement Team staff indicating positive engagement with WAIS in the staff engagement survey

### **Stakeholders (15%)**

- Partner and Stakeholder Management
  - Performance Enhancement Team Partnerships successfully managed
  - KPI: WAIS Executive and PET program partner annual assessment of PET sport program alignment to partnership agreements

### **Finance (5%)**

- Performance Enhancement Team financial management
  - Performance Enhancement Team budgeting and expenditure managed according to policy
  - KPI: Annual score on Finance Assessment Tool

## KEY RELATIONSHIPS

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**Reports to:** Chief Executive Officer

**Direct Reports:** Performance Enhancement Team (PET) members; Coaches and Performance Service staff

**Internal stakeholders:** WAIS Managers, Performance Systems Administrators, Chief Medical Officer, Research Centre Director

**External Partners and stakeholders:** National High Performance Directors and Coaches, NIN member Program Managers, SSO Performance Pathway Administrators, Department of Sport and Recreation (DSR) Sport Pathway Managers

## SELECTION CRITERIA

In addition to demonstrating **relevant experiences across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the Performance Team Director - Pathways role will require a range of personal and professional skills, including:

### Qualifications and Experience

- An undergraduate degree containing units relevant to the position knowledge requirements
- Strong experience leading or working in successful high performing teams
- Proven experience in:
  - Leading and managing a multi or inter disciplinary team of professionals and experts
  - Staff management, including employee performance and development
  - Developing and maintaining relationships with key stakeholders
  - Reporting to Board and/or Executive Level
  - Aligning team or divisional operations to meet business strategy
  - Developing policy and process to improve operational effectiveness and efficiency
  - National or international level high performance sport or business
  - Working in a high-pressure environment
- A post-graduate qualification in management or leadership highly desirable

### Skills and Abilities

- Coaching, developing and empowering others
- Establishing strategic direction and leading others
- Driving execution of operational and/or project plans
- High level written and compelling oral communication skills
- Building a successful team
- Managing complex work environments
- Ability to lead and manage a team, and mobilise resources to achieve set outcomes
- Advanced interpersonal and written skills with demonstrated ability to effectively negotiate, influence, consult, and liaise with management, colleagues and stakeholder groups
- Capability to work collaboratively within a team as well as the ability to work independently, and possess a high level of personal initiative and autonomy

### Knowledge

- How high performance teams and individuals function and excel
- Strategies for organisational and team effectiveness
- Executive management principles, including financial management and planning
- Project management
- Current international trends in sport or high performance
- Structure and systems associated with high performance sport

## COMPETENCIES

The following knowledge, skills and abilities as outlined in the WAIS Competency Framework are required for this role:

- Self-Awareness
- Communication
- Resilience & Tenacity
- Adaptability
- Motivate & Influence People
- Develop & Empower People
- Build Constructive Relationships
- Analysis & Decision Making
- Creativity & Innovation
- Results Focused
- Financial Accountability
- Organisational & Political Savvy
- Leading Through Vision & Values

The detailed WAIS Competency Framework for this role will be available to progressing candidates upon request.

## VALUES

The value system, "How things are done at WAIS" forms the basis for the behaviour and interaction with all stakeholders, aligned with the belief of valuing people and excellence in work and life, as outlined below:

- **Passion** - We have a passion for high performance and the desire to demonstrate our commitment of mind and body to WAIS and its purpose.
- **Quality** - We have a personal commitment to provide the highest quality service.
- **Integrity** - We follow moral and ethical convictions by doing the right thing in all circumstances.
- **Team Work** - We work cooperatively and effectively with others to achieve common goals and participates in building a group identity characterised by pride, trust and commitment.

# PERFORMANCE TEAM DIRECTOR - PATHWAYS WESTERN AUSTRALIAN INSTITUTE OF SPORT



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## CONTRACT PERIOD

The contract period will be initially 2 years + 2 years subject to negotiation and ongoing performance.

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## LOCATION AND TRAVEL

Western Australian Institute of Sport is located at the WAIS High Performance Service Centre, McGillivray Road, Mt Claremont, Perth, Western Australia.

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## HOURS OF WORK

This is a full time position. Weekend work and extended hours may be required from time to time.

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## REMUNERATION GUIDE

A remuneration package of \$107,990 to \$128,751 per annum plus superannuation will be available to the successful candidate, negotiable depending upon skill level and experiences. Additional benefits will include standard "tools of trade", use of gym and parking.

At the time of applying, candidates are invited to indicate their current salary and salary expectations.

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## WEBSITE AND SOCIAL MEDIA

WAIS has a comprehensive website that includes information and news items on all facets of its activities, services and programmes.

The website is: [www.wais.org.au](http://www.wais.org.au)

Facebook: [www.facebook.com/InsideWAIS](https://www.facebook.com/InsideWAIS)

Twitter: [www.twitter.com/InsideWAIS](https://www.twitter.com/InsideWAIS)

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## TIMELINES

Final interviews and the appointment of the Performance Team Director - Pathways, WAIS are scheduled for April, 2019.

The successful candidate would be expected to commence duties as soon as possible. Consideration will be made for candidates requiring time to relocate to Perth.

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## PLEASE APPLY NOW TO AVOID MISSING OUT!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

**If you are intending to apply, please do so now.**

**Applications close: 5pm WAST Monday 25 March, 2019**

Preferred Format: Candidates must complete and submit the **Sportspeople Recruitment Application Form** at the time of

applying. The Form is available as a download at the Sportspeople Jobs Market listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

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## APPLY TO

Your application should be sent electronically to [jobs@peoplerecruitmentgroup.com](mailto:jobs@peoplerecruitmentgroup.com) with the subject identifier of the email to be formatted as follows:

**190220-01 Performance Team Director Pathways - WAIS  
<<Your Name>>**

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## ENQUIRIES

The Performance Team Director - Pathways, WAIS recruitment assignment is being managed exclusively by **Sportspeople Recruitment**.

In the first instance general enquiries should be directed to Scott Oakhill FREECALL AUST 1800 634 388 or +61 2 9555 5000.

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