

ROLE DESCRIPTION

TITLE:	National High-Performance Director
REPORTS TO:	Chief Executive Officer
DIRECT REPORTS:	Elite Program Manager, Talent Pathway Coach, Performance Support roles
TERM:	Fulltime (Contract position)

SURFING AUSTRALIA BACKGROUND

Surfing Australia (SA) is a National Sporting Organisation (NSO) that was formed in 1963 to establish, guide and promote the development of surfing in Australia. SA is the representative body on the International Surfing Association (ISA) of which there are 100+ member countries and is recognised by the Australian Sports Commission (ASC), the Australian Olympic Committee (AOC) and is a member of the Water Safety Council of Australia. Surfing is a newly appointed Olympic sport, aiming for success in Tokyo 2021.

Surfing Australia's purpose is to ***create a healthier & happier Australia by enriching communities through surfing.***

An exciting High Performance (HP) Program employment opportunity has become available for a "National High-Performance Director" (NHPD) within Surfing Australia (SA). The purpose of SA's HP Program is to ***support Australian athletes to become the world's best surfers and people***, and we're looking for a dynamic high-performance leader who will be primarily responsible for the HP Program. The successful candidate will be a highly credible and extremely experienced individual who is driven for success for both the organisation and our athletes. The NHPD will report to the SA Chief Executive Officer (CEO).

Australia has a history of delivering podium performances at benchmark events; this includes a total of six World Champions over the period (2010-2016). With Surfing now officially included into the 2021 Olympics in Tokyo, this track record clearly indicates that Surfing will be a very strong chance of contributing to the overall medal tally for Australia. Long-term success will be measured by the quantity and quality of Australia's world-ranked surfers, and podium success in World Championship Tour (WCT) / World Qualifying Series (WQS) events, and future Olympic Games in 2024 & 2028.

LOCATION

The normal place of work will be the Surfing Australia High Performance Centre at Casuarina Beach Nth NSW, but you will be expected to undertake such travel as is necessary to fulfil your job. This will require regular domestic and international travel.

ROLE OVERVIEW

Purpose: Support our Australian athletes to become the world's best surfers & people.

Success: To be successful in this role you will need to be a dynamic and engaging leader with an ability to swiftly build relationships and credibility with international level surfers, coaches, staff and a variety of other stakeholders.



The position has five key areas of responsibility:

1. Create the strategy, structure, ways of working & culture to achieve sustainable success for our athletes and coaches at an elite level, ensuring alignment, engagement, and commitment by all surfers across the national network.
2. Deliver meaningful performance gains for each prioritised surfer annually & are responsible for SA HP Program meeting annual targets
3. Have the world's best coaches for our athletes. Ensure the development of a critical mass of SA coaches capable of driving performance on the international stage.
4. Through a deep understanding of surfing, competitors, equipment, event locations, wave types, surfing manoeuvres, research & innovation deliver our surfers a competitive edge for major events
5. Cultivate strong & trusting key stakeholder relationships with the AIS/ASC, AOC, SIS/SAS, Universities, Surf Industry, ISA, WSL, sponsors, inclusive of grant submissions, tracking, reporting and other requirements outlined to ensure the success of our surfers, coaches & HP program.

Additional Responsibilities

1. Oversee recruitment/development/management/progression/KPI setting/Monthly & EOY reviews of HP staff with best practice systems and process, incl. implementing the relevant SA employee policies.
2. Drive and create a world class HPC environment and performance focused culture collaboratively with the wider SA organisation
3. Create an annual HP operational plan & financial year budget in consultation with all HP stakeholders including athletes, coaches, sponsors, NINs, AIS, AOC & SA staff.
4. Ensure all aspects of the performance program meet best practice in areas of ethics, integrity, child protection, welfare, health & safety and that all staff / athlete policies are implemented.
5. Ensure each athlete aligned with their coaches & HP support team have an individual performance plan (IPP) in the athlete management system (AMS) each calendar year
6. Drive a coach leadership development program annually for national coach network.
7. Ensure that world class performance support options are available for delivery to targeted HP hubs and pathway programs / activities including athlete well-being & engagement, sport psychology, strength & conditioning
8. Ensure that strong State HP programs are in place – inclusive of competition.
9. Establish an applied sports science & sports medicine plan and program to enhance athlete, coach and team performance.
10. Establish and deliver an education program around sport integrity.
11. Lead & facilitate after action reviews for all critical initiatives executed
12. Ensure SA selection policies and processes are applied and adhered to and appropriate feedback to athletes and any other relevant parties is provided.
13. Demonstrate capability to deliver timely, compelling, accurate, and concise advice to Executive colleagues to support decision making.
14. A member of the SA leadership team that contributes to improving the organisations total outcomes & being the most effective NSO possible.



KEY RELATIONSHIPS

- Work effectively with the CEO & leadership team on all aspects of the business
- Develop and maintain strong relationships with other NSO NHPD's and leaders from other surfing nations in order to capture and share best practice.

KEY INTERNAL AND EXTERNAL CONTACTS

- Surfers, Coaches, Surfing Australia colleagues
- Performance support staff
- Surf Industry stakeholders
- State Sporting Organisations
- AIS, ASC, Australian Olympic Committee (AOC), Australian Paralympic Committee (APC)
- State | Territory Institutes of Sport
- Universities
- NSO High Performance Directors
- WSL, ISA, Australian Media

EXPERIENCE / QUALIFICATIONS

- An extensive knowledge of surfing & a passionate daily surfer
- An extensive knowledge of the Australian HP sport system and the Olympic environment with more than 10 years' experience.
- Preference of Minimum one Olympic Games experience in a HP role
- Expert in leading and managing individual athletes & successful programs in HP sport.
- A degree or higher qualification/s or business level equivalent in experience across sport management, business, marketing or another related field
- Experience coaching individuals demonstrating clear performance gains & success
- A strong, decisive, inspirational leader with proven experience of guiding teams and organisations through periods of significant change and uncertainty.
- Exceptional understanding of performance drivers that underpin HP surfing and experience driving the execution of priorities / projects within these.
- Comprehensive understanding of coaching, sport science and medicine (performance support), international competition and athlete development pathways.
- Knowledge / experience in managing a budget, financial resources, risk and integrity in sport.
- Experience implementing best practice people management systems and process.
- Proven ability to build strong external relationships / partnerships with a wide array of stakeholders both internal of sport and external within system.



KEY BEHAVIOURS

- *Relating & Networking:* Establishes good relationships with customers and staff; Builds wide and effective networks of contacts inside and outside the organisation; Relates well to people at all levels; Manages conflict; Uses humour appropriately to enhance relationships with others.
- *Persuading & Influencing:* Makes a strong personal impression on others; Gains clear agreement and commitment from others by persuading, convincing and negotiating; Promotes ideas on behalf of self or others; Makes effective use of political processes to influence and persuade others.
- *Deciding & Initiating Action:* Makes prompt, clear decisions which may involve tough choices or considered risks; Takes responsibility for actions, projects and people; Takes initiative, acts with confidence and works under own direction; Initiates and generates activity.
- *Planning & Organising:* Sets clearly defined objectives; Plans activities and projects well in advance and takes account of possible changing circumstances; Manages time effectively; Identifies and organises resources needed to accomplish tasks; Monitors performance against deadlines and milestones.
- *Leading & Supervising:* Provides others with a clear direction; Sets appropriate standards of behaviour; Delegates work appropriately and fairly; Motivates and empowers others; Provides staff with development opportunities and coaching; Recruits staff of a high calibre
- *Analysing:* Analyses numerical data, verbal data and all other sources of information; Breaks information into component parts, patterns and relationships; Probes for further information or greater understanding of a problem; Makes rational judgements from the available information and analysis; Produces workable solutions to a range of problems; Demonstrates an understanding of how one issue may be a part of a much larger system.

KEY PERFORMANCE INDICATORS

Key Performance Indicators will be negotiated with the successful candidate. These will include all performance aspects of the High-Performance Strategic Plan, results at benchmark events including Tokyo 2021 Olympic results and contribution to our desired high-performance culture.

REMUNERATION

A remuneration package will be structured in line with skills and experience.

ESSENTIAL REQUIREMENTS

- Ability to travel domestically / internationally
- Working with children clearance and first aid certificate
- Interest and passion for the sport surfing
- A sound understanding of the sports media industry and their requirements around Olympic sports, including strong media skills and experience and the ability to build relationships and act as a spokesperson on all team matters.
- Drivers license



APPLICATION PROCESS

To apply, send a covering letter to Christopher Mater (CEO Surfing Australia) outlining your motivation, suitability, relevant experience, and qualifications, along with your resume before the **close date of 9th December 2020**. Email your application to alaina@surfingaustralia.com

**Please only apply if you possess the essential skills and qualifications outlined. We thank you for your application in advance. However, due to the expected interest in this role, only applicants who are shortlisted for interview will be notified.*