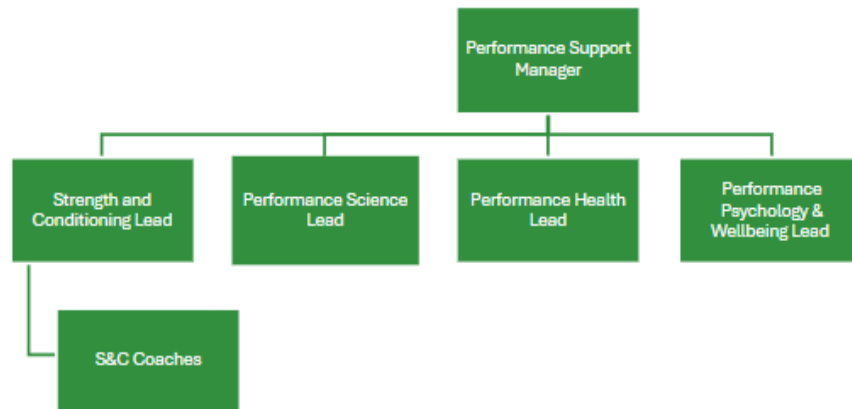


POSITION DESCRIPTION

POSITION TITLE	Strength and Conditioning Lead
APPROVAL DATE	January 2025



ABOUT WAIS

The Western Australian Institute of Sport (WAIS) was established in 1984 to enable Western Australian athletes to achieve international sporting success. WAIS operates in partnership with National Sporting Organisations and State Sporting Associations, the Department of Local Government Sport, and Cultural Industries and VenuesWest to deliver high performance daily training environments for sports and athletes in support of the National High Performance Sport Strategy outcomes.

Our purpose is to enable Western Australian athletes to achieve international sporting success and our vision is to have Western Australian sporting champions creating community pride and inspiring the next generation.

We do not support a win at all costs culture – success for us is about **winning well**. We are about our people and creating a culture of excellence, teamwork and respect. From athletes to support staff, everyone at WAIS plays a critical role in our success.

OUR VALUES

Passion	Quality	Integrity	Teamwork
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POSITION PURPOSE

The Strength and Conditioning Lead oversees practitioners to ensure exceptional high-performance standards within their discipline across the organisation. As a strength and conditioning coach, the Lead supports athletes in assigned programs to develop the physical competencies and standards required to achieve program objectives.

In doing so, they foster safe, inclusive environments in pursuit of high-performance objectives, exemplifying a Win Well ethos.

KEY RESPONSIBILITY AREAS (KRAs)

KRA 1	Team Leadership
KRA 2	Delivery of Sport Program Objectives
KRA 3	Teamwork and Integrated Performance Support
KRA 4	Performance Support Delivery Standards
KRA 5	Safety and Policy Implementation
KRA 6	Continuous Improvement
KRA 7	Other Duties

KEY RESPONSIBILITY AREAS (KRAs)	
1	Team Leadership
1.1	Line manage support discipline staff and drive organisational discipline delivery standards within a Win Well ethos.
1.2	Exemplify best practice within assigned sport programs and ensure connection and collaboration of discipline staff across WAIS.
1.3	Liaise with senior AIS and NIN discipline Leads on discipline-specific matters.
1.4	Represent and advocate for discipline views and recommendations.
1.5	Facilitate innovation and applied research within your discipline at WAIS.
2	Delivery of Sport Program Objectives
2.1	Coach athletes to achieve physical performance standards for Pinnacle Event podium finishes and/or senior team graduation, per program objectives.
2.2	Deliver strength and conditioning education to athletes so that they can make informed high-performance decisions.
2.3	Track and monitor progress against physical training variables, providing objective data to inform decisions.
3	Teamwork and Integrated Performance Support
3.1	Collaborate within interdisciplinary support teams to ensure impactful, holistic athlete support.
3.2	Take responsibility for strength and conditioning plans within assigned sport programs, ensuring athletes are developed with a Win Well ethos.
4	Performance Support Delivery Standards
4.1	Drive strength and conditioning practice standards across the organisation.
4.2	Implement contemporary research and innovative practices based on scientific principles.
4.3	Maintain discipline standards within assigned programs.
4.4	Supervise and support strength and conditioning students and research projects as required.
5	Safety and Policy Implementation
5.1	Ensure high-performance environments are safe, policy-compliant, and conducive to athlete well-being.
5.2	Implement and uphold relevant policies and procedures, promoting a culture of safety and responsibility.
6	Continuous Improvement
6.1	Ensure best practice by frequent monitoring and understanding of modern trends in effective strength and conditioning.
7	Other duties
7.1	Other duties as required including actively exhibiting behaviours reflecting WAIS values.

POSITION KNOWLEDGE, ABILITY AND SKILLS (Competencies)

- Minimum credentials of:
 - Masters or PhD in Strength and Conditioning, or equivalent Sports Science discipline.
 - Australian Strength and Conditioning Association (ASCA) Elite Level 3 Coach.
 - First Aid and CPR Certificate
- Minimum of six (6) years' experience providing S&C support in a high-performance sporting environment, including:
 - Demonstrated experience coaching and enhancing a range of physical attributes (strength, speed, agility, endurance) successfully.
 - Ability to design and implement scientifically based, age-appropriate training programs tailored to individual athletes and sports.
 - Expertise creating and maintaining a high-performance training environment that is challenging and safe.
 - Ability to apply testing protocols, monitor training progress, and interpret/report data to target audiences.
- Demonstrated ability to lead high-performance teams effectively; creating clarity, prioritising team goals, solving problems through constructive debate, and applying lessons to enhance future success.
- Proven ability to work and deliver high-performance results under pressure.
- Demonstrated ability to set high-performance standards within your discipline, drive their achievement, and ensure they are maintained by all team members, by modelling the desired behaviours.
- Proven skill in engaging others to adopt ideas and commit to actions, including educating athletes and parents to facilitate high-performance behaviour change.
- Ability to motivate and inspire others to achieve challenging tasks and organisational goals by fostering a positive work environment, encouraging personal growth, and empowering staff.
- Ability to evaluate and compare multiple sources of information and make informed decisions by weighing alternative solutions against key criteria.
- Ability to consider diverse perspectives with open-mindedness to foster collaboration and achieve optimal outcomes.
- Above all else, you are a genuine team player that cares about others and always acts with kindness and integrity.
- Please note: This role requires a valid WWCC and will be subject to a National Police Criminal History check prior to appointment

WORKING WITH CHILDREN

WAIS is committed to protecting children and young people from harm. We require all applicants that will work with children and young people to undergo an extensive screening process prior to appointment. All staff must commit to the WAIS Child Safe Commitment Statement which is:

All children and young people have the right to be and feel safe. In pursuit of their high-performing sporting aspirations, children and young people and their families place their trust in WAIS. WAIS is committed to the safety, wellbeing and empowerment of all children and young people involved in our organisation. Everybody at WAIS is responsible for working together to proactively address risks to child safety and continuously improve our child safe culture and practices.

WAIS has 100% commitment to child protection and the physical and psychological safety of children and young people. All allegations, disclosures and concerns will be treated seriously and responded to immediately, consistent with our policies and procedures.

CITIZENSHIP/VISA

You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify WAIS if your right to work in Australia ceases.

VALUE	INDICATOR
<p>Passion We have a passion for high performance and the desire to demonstrate our commitment of mind and body to WAIS and its purpose.</p>	<ul style="list-style-type: none"> • Has a positive influence on people and the team • Demonstrates high levels of resilience • Value the purpose of high-performance sport • Demonstrates a determination to make a valuable contribution
<p>Quality We have a personal commitment to provide the highest quality service.</p>	<ul style="list-style-type: none"> • Provides useful and responsive support • Work is reliable and consistently of a high standard • Builds trust and confidence when delivering a service • Anticipates issues and opportunities and is proactive to provide guidance • Pays attention to detail
<p>Integrity We follow moral and ethical convictions by doing the right thing in all circumstances.</p>	<ul style="list-style-type: none"> • Treats people with respect, courtesy, and kindness. • Actions are ethical, honest, and truthful • Always maintains consistency of character
<p>Teamwork We work cooperatively and effectively with others to achieve common goals and participates in building a group identity characterised by pride, trust, and commitment.</p>	<ul style="list-style-type: none"> • Positively participates in the development of team goals • Cooperates with other team members to attain common goals • Contributes to the identification and removal of barriers within the team • Recognises the contribution of others to achieving team goals

Our Diversity Message

We are passionate about helping people lead positive, healthy, and active lives. We embrace diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, life stage, and encourage everyone to apply.

Our Safety Message

WAIS strives to be a safe environment for all. We actively undertake measures to ensure the safety of children and young people, athletes, and vulnerable people in our physical, digital, and cultural environment. This includes risk assessing our positions to determine which require a Working with Children clearance.

Employment Policies

The conditions outlined within the WAIS Employment Policies Manual and your individual letter of employment, shall apply at all times.