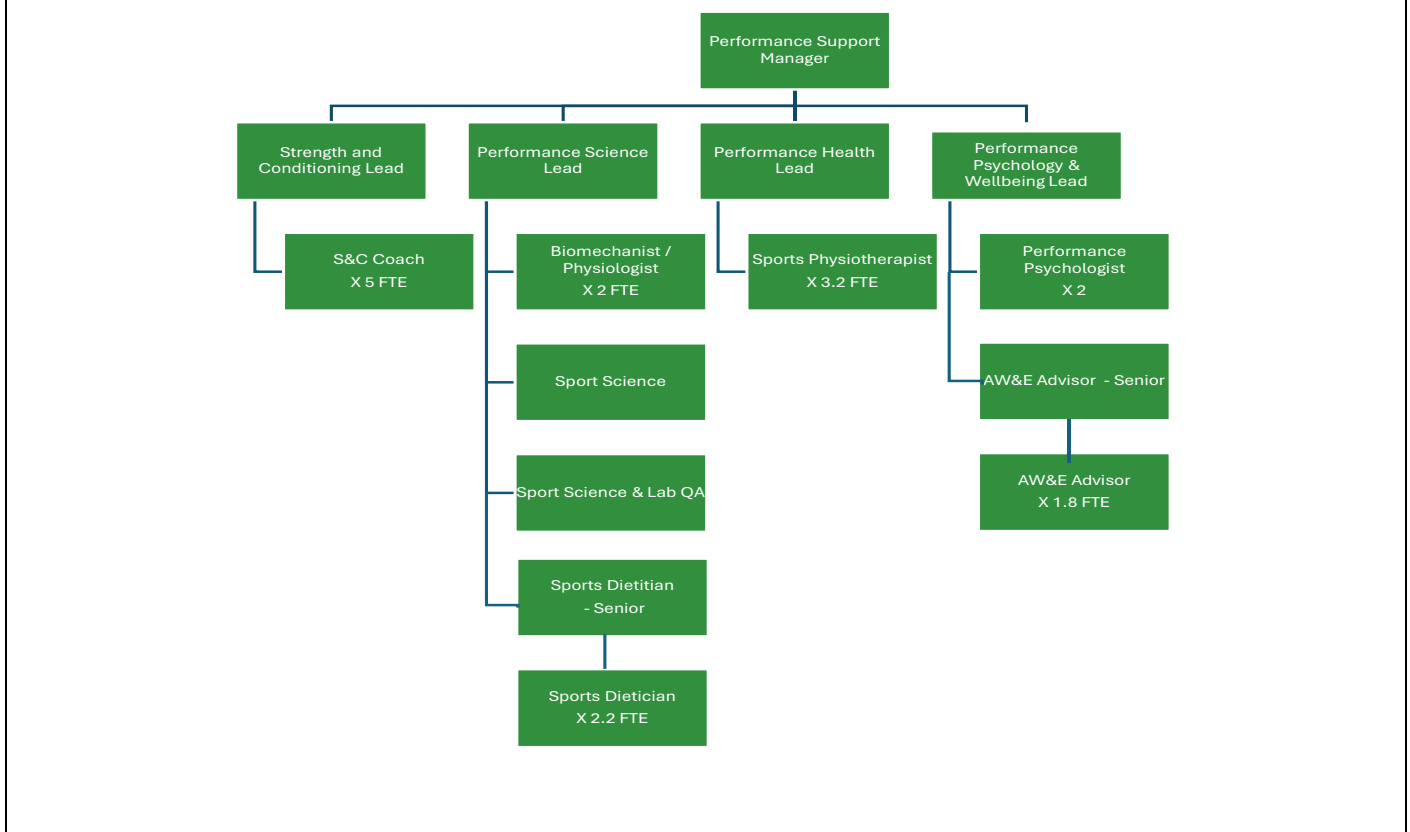


POSITION DESCRIPTION

POSITION TITLE	Performance Support Manager
APPROVAL DATE	October 2024



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 Performance Support Manager leads the multidisciplinary performance support teams to drive holistic performance standards. They ensure safe, inclusive high-performance environments aligned with organisational KPIs and national strategy. The Performance Support Manager will be an experienced performance support practitioner. The role is focused on leading performance support practitioners and is not a practicing athlete support position.

KEY RESPONSIBILITY AREAS (KRAs)	
KRA 1	Team Leadership
KRA 2	Stakeholder Relationship Management
KRA 3	Support Innovation and Interdisciplinary Collaboration
KRA 4	Safety and Policy Implementation
KRA 5	Financial Management

KEY RESPONSIBILITY AREAS (KRAs)	
1	Team Leadership
1.1	Provide leadership to all direct reports, ensuring performance support across disciplines delivers world class standards within a Win Well ethos.
1.2	Oversee the professional development of performance support discipline leads.
2	Stakeholder Relationship Management
2.1	Maintain performance support stakeholder relationships with equivalent senior Australian Institute of Sport (AIS) and National Institute Network (NIN) staff.
3	Innovation and Interdisciplinary Collaboration
3.1	Support the Research, Innovation and Intelligence Director in driving innovation and implementing applied research at WAIS.
3.2	Support Sport Program Managers to integrate interdisciplinary performance support teams.
4	Safety and Policy Implementation
4.1	Ensure the safety and integrity of the high-performance environments and implement applicable policies within performance support disciplines.
4.2	Implement and uphold all relevant policies and procedures, promoting a culture of safety and responsibility.
5	Financial Management
5.1	Overseeing budget allocations, ensuring adherence to financial limits, and approving expenditures within delegated authority in line with WAIS policy and processes.
6	Other duties
6.1	Any other duties as required.

POSITION KNOWLEDGE, ABILITY AND SKILLS (Competencies)	
<ul style="list-style-type: none"> • Qualifications and professional accreditation in one of the disciplines under the direction of this role to meet the Australian Institute of Sport Performance Support Practitioner standards. 	
<ul style="list-style-type: none"> • A minimum of five (5) years' experience in a leadership role within an interdisciplinary team and program environment. 	
<ul style="list-style-type: none"> • Demonstrated experience building and maintaining effective working relationships with a variety of internal and external stakeholders including practitioners, coaches and athletes. 	
<ul style="list-style-type: none"> • A demonstrated understanding of a range of human performance/professional disciplines and how they interact to provide interdisciplinary performance outcomes in a high-performance environment. 	
<ul style="list-style-type: none"> • Excellent interpersonal and written communication skills with a demonstrated ability to effectively liaise with management, colleagues and stakeholders at all levels. 	
<ul style="list-style-type: none"> • Highly developed organisational skills with the ability to effectively manage your own time and others to ensure achievement of competing priorities. 	
<ul style="list-style-type: none"> • Proven ability to work within a high pressure and complex work environment. 	

<ul style="list-style-type: none"> • A proven commitment to upholding the WAIS philosophy of Winning Well with the ability to drive this mindset through the Performance Support Lead roles and wider Performance Support team.
<ul style="list-style-type: none"> • A proven team player committed to upholding the values of WAIS.
<ul style="list-style-type: none"> • Experience with national, or international high-performance sports or business.
<ul style="list-style-type: none"> • 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 participate 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.