

POSITION DESCRIPTION

POSITION TITLE	Our Connection to Country Officer
APPROVAL DATE	March 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

POSITION PURPOSE

The purpose of the Our Connection to Country (OCTC) Officer is to deliver a culturally-safe, culturally connected, and culturally inclusive high performance sport environment in Western Australia. This will include:

- Driving the delivery of the OCTC Action Plan in Western Australia.
- Supporting WAIS partnered sports to deliver key actions identified in the OCTC Action Plan.
- Driving the development of the System Initiatives identified in the OCTC Action Plan.

KEY RESPONSIBILITY AREAS (KRAs)	
KRA 1	Increasing and supporting Cultural Awareness within WAIS
KRA 2	Increasing and maintaining Cultural Engagement within WAIS
KRA 3	Project Support
KRA 4	Other Duties as required.

KEY RESPONSIBILITY AREAS (KRAs)	
1	Cultural Awareness
1.1	Ensure all athletes, coaches, performance support staff, administrators, and senior leaders have practical awareness, knowledge, and understanding of Aboriginal and Torres Strait Islander cultures and the challenges they may face in high performance sport environments.
1.2	Create immersive experiences to deepen understanding and connection with Aboriginal and Torres Strait Islander peoples.
1.3	Identify and understand the success factors (i.e., barriers to and enablers of participation) for Aboriginal and Torres Strait Islander peoples in high performance sport at WAIS.
1.4	Develop organisational responses to actively prevent unacceptable behaviours and practices.
2	Cultural Engagement
2.1	Create awareness and understanding of Aboriginal and Torres Strait Islander cultural practices and protocols within WAIS.
2.2	Develop meaningful relationships with Traditional Custodians of the areas where WAIS is located and/or visiting.
2.3	Identify and promote current Aboriginal and Torres Strait Islander contributions to WAIS and partnered National Sporting Organisations.
2.4	Identify public forums to promote Aboriginal and Torres Strait Islander contributions within High Performance Sport.
3	Project Support
3.1	Represent WAIS on the National OCTC Steering Committee and other work groups as required.
3.2	Develop programs to support Aboriginal and Torres Strait Islander peoples in pursuing high performance opportunities at WAIS.
3.3	Assist with the development and implementation of any cultural action plans or projects for the organisation.
4	Other duties
4.1	Ensure culturally safe opportunities within the organisation.

POSITION KNOWLEDGE, ABILITY AND SKILLS (Competencies)	
•	Minimum of five years' experience in a similar role or demonstrated knowledge and ability from lived experience.
•	Demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander cultural practices and protocols, and ability to effectively promote and integrate these within WAIS.
•	Demonstrated strong connections with Aboriginal people and community.
•	Demonstrated understanding of the sporting landscape in Western Australia and high performance sport. Experience within the sporting sector will be highly regarded but is not essential.
•	Demonstrated ability to proactively build professional relationships and engage key stakeholders.
•	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
Passion We have a passion for high performance and the desire to demonstrate our commitment of mind and body to WAIS and its purpose.	<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
Quality We have a personal commitment to provide the highest quality service.	<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
Integrity We follow moral and ethical convictions by doing the right thing in all circumstances.	<ul style="list-style-type: none"> • Treats people with respect, courtesy, and kindness. • Actions are ethical, honest, and truthful • Always maintains consistency of character
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.	<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.