

Position Description



Position Title	AIS Pro Tour Program Strength and Conditioning Coach
Occupant	
Business Unit	Tennis/Athlete Development
Classification	Strength and Conditioning Coach
Position Reporting to	National Strength and Conditioning Manager
Employment Status	Full time
Location	AIS Canberra
Date	March 1, 2010

1. Position Purpose

This position is responsible for assisting in the overall development and management of the Australian Institute of Sport (AIS) Tennis program. The position is principally concerned with the physical condition and well being of the athletes. Its core function is to provide individualised strength and conditioning services in an environment where athletes can fully develop their potential. The role is also expected to play an important role in strength and conditioning in tennis nationally.

Central to the position will be communication and liaison with key Tennis Australia (TA) and AIS stakeholders as well as the preparedness to commit to extensive travel.

2. Reporting and Liaison

- a. Reporting to: List of position(s) that this position reports to directly or indirectly
National Strength and Conditioning Manager
- b. Positions Reporting to Job Holder: List of positions, which report to this position

N/A

3. Key Relationships

- a. Internal: AIS Tennis staff, TA National Academy strength and conditioning staff, TA Sport Science Manager and TA Chief Medical Officer, Davis Cup Captain, Fed Cup Captain, and Athlete Development Manager
- b. External: Preferred providers for referred sport science and medicine services, AIS, TA National Academy sport medicine staff and athletes' parents

4. Authorities for Decision Making

Non financial decision making related to relevant areas contained in this position description.

5. Key Responsibilities & Performance Measures		
No.	Key Responsibilities	Performance Measures
(i)	<p>Develop and implement evidence-based strength and conditioning programs for selected AIS athletes consistent with their development needs.</p> <ul style="list-style-type: none"> Establish specific and measurable physical goals for selected AIS athletes in light of the technical, tactical, psychological and physical demands of the sport and with due consideration given to athlete health and well-being. In conjunction with relevant AIS staff, elaborate appropriate training schedules and annual competition plans to maximise the potential of selected athletes. Design appropriate, individualised strength and conditioning programs, including, but not limited to, strength and power development, speed development, agility and movement skills, endurance development and injury prevention/rehabilitation, for selected athletes. Conduct group and individual strength and conditioning sessions with the selected athletes throughout the year. Support the delivery of the strength and conditioning programs of any visiting National Academy athlete when training within the AIS Tennis program. Travel with AIS players for up to 30 weeks per year. 	<p>80% of the athletes meet all of their goals based around ranking and performance (with an emphasis on physical development)</p> <p>Implement individualised strength and conditioning programs for all athletes</p> <p>Conduct group and individual strength and conditioning sessions with all athletes, both on court and off court.</p> <p>Monitor training loads in accordance with national philosophy</p>
(ii)	<p>Support Tennis Australia athlete development system integration and advancement in the AIS environment.</p> <ul style="list-style-type: none"> Undertake physical testing of athletes and archive results, in accordance with TA Sport Science and Medicine policy, as required. Manage collation of relevant strength and conditioning and physical profiling information within TA's Athlete Management System. Embrace research and technological advance to aid athlete/coach progression. Maintain up-to-date knowledge of the anti-doping rules and regulations that govern the sport. Enforce and universally uphold the standards of discipline and behaviour of the AIS Scholarship agreement. 	<p>100% successful working relationship with players and relevant TA and AIS staff</p> <p>100% success in meeting established priorities and deadlines, including the timely reply to all correspondence</p> <p>100% compliance to relevant TA policies</p> <p>Maintenance of up-to-date AMS information, within 48 hours of creation of relevant detail or performance</p> <p>Adherence to budget</p>
(iii)	<p>Support and/or coordinate relevant internal and external stakeholders in the AIS program.</p> <ul style="list-style-type: none"> Be accessible and maintain clear and open lines of communication with all relevant TA (and AIS) staff. Ensure accurate and timely communication of strength and conditioning and physiotherapeutic program direction and rationale to all key stakeholders. 	<p>100% successful working relationship with players and relevant TA and AIS staff</p> <p>Attend and assist where appropriate the TA Annual Sport Medicine</p>

	<ul style="list-style-type: none"> Liaise with and coordinate suitable specialist staff/resource and sports science (e.g. sports nutritionist or dietician) or medicine providers for AIS athletes when appropriate. Cooperate with and, where possible, support strength and conditioning and physiotherapeutic personnel and program delivery in underpinning member association initiatives. Coordinate gym accessibility and / or alternative training environments where required. Participate in relevant athlete and parent education forums. Comply with the TA Sport Science and Medicine policy. 	<p>workshop.</p> <p>100% success in meeting established priorities and deadlines</p> <p>Attendance to all required TA and AIS athlete-parent education forums</p> <p>Assist and/or organise suitable specialist staff/resource (e.g. sports medicine providers) for AIS athletes</p>
(iv)	<p>Support development and dissemination of relevant training or information to facilitate player development.</p> <ul style="list-style-type: none"> Contribute to National philosophy and resource development in relevant disciplines where required. Be available to support and/or conduct TA player development or AIS sport science/medicine initiatives where required. 	<p>100% success in meeting established priorities and deadlines</p> <p>Develop/deliver suitable specialist education resource/presentation for Athlete and/or Coach Development (as required)</p>
(v)	<p>Other duties as may be directed by management</p> <ul style="list-style-type: none"> Where qualified, deliver appropriate massage/myotherapy services to scholarship athletes Assist the Head Coach in the selection of scholarship holders and the preparation of athlete reports where required. Attend respective TA Committees, Boards and other TA meetings where required. Represent TA at National and International coaching conferences where required. Support network of strength and conditioning service providers working within Tennis Australia player development pathway Aid strategic direction for strength and conditioning in domestic high performance tennis 	<p>Visit National Academies as appropriate</p> <p>Oversee program design among National Academy athletes</p> <p>100% completion of TA fitness profiling</p>
(vi)	<p>Environmental, Health and Safety Responsibilities.</p> <ol style="list-style-type: none"> Complies with TA's OH&S policies and procedures. Takes reasonable care for the safety of his/her own health and safety and that of other people who may be affected by their conduct in the workplace. Seeks guidance for all new or modified work procedures to ensure that any hazardous conditions, near misses and injures are reported immediately to the Manager. Participates in meetings, training and other environment, health and safety activities. Does not wilfully place at risk the health or safety of any person in the work place. Does not wilfully or recklessly interfere with or misuse anything provided in the interest of environment health and safety or welfare. Cooperates with TA in relation to activities taken by TA to comply with OH&S and environmental legislation. 	

6. Knowledge, Skills, Qualifications, Competencies, Behaviour & Attributes

Knowledge & Skills

- Demonstrated technical knowledge across sport, preferably tennis, particularly in fundamental principles, techniques, coaching trends, and recovery methods.
- Demonstrated ability to elicit improvements in the strength and fitness variables of individual athletes and groups of athletes, as well as to understand the athletes' and coaches' attitudes to physical training, therapy and recovery methods.
- Demonstrated knowledge of injury epidemiology and management in tennis or similar overhand sport, and ability to provide appropriate physiotherapeutic support and treatment to individual athletes and groups of athletes.
- Highly developed liaison, and oral and written communication skills demonstrated with a wide range of individuals, organisations, and stakeholders, including sport science and medicine service providers and researchers.
- High level interpersonal skills to effectively develop and maintain partnerships, networks and stakeholder relationships.
- Sound information technology knowledge, high computer literacy and experience in using web environments to research and gather data.
- Knowledge of tennis science and medicine, rules and the sport's anti-doping code.

Qualifications

- Tertiary qualifications in Human Movement and/or qualification in Strength & Conditioning (essential).
- Demonstrated practical strength and conditioning experience in elite sport, preferably with tennis players (essential).
- Current first aid certification (essential).
- Current national police check and/or working with children check (essential).
- Postgraduate qualification in Strength and Conditioning and/or equivalent. Alternatively, the willingness and ability to acquire this level or equivalent (essential).

Competencies, Behaviours & Attributes

- Well organised with attention to detail.
- Demonstrated ability to exercise sound judgement, observe confidentiality and use discretion and initiative.
- Able to set priorities, plan work programs and meet deadlines in a results oriented environment.
- Preparedness to travel extensively and be flexible in regard to working hours.
- Logical and efficient approach to systems design.
- Proven professional attributes in developing relationships with stakeholders.
- Able to work independently as well as successfully in a team environment, contributing to team cohesiveness.
- Proven ability to deal with adversity and challenging environments.
- Be responsive to change that the workplace can create.
- Commitment to maintaining high levels of personal fitness.
- Passion for sport.

7. Declaration

I, _____ (full name) acknowledge that I have read and understand the (title) POSITION DESCRIPTION which forms part of my employment contract from the date of issue.

Employee: _____ (signature) Date: _____

This Position Description is approved by:

Manager: _____ (signature) Date: _____

HR Manager: _____ (signature) Date: _____