

## Position Description

**Position Title:** Athlete Wellbeing and Engagement Lead

**Work Area:** High Performance

**Reports to:** High Performance Manager

**Position Location:** 155 Railway Terrace, Mile End, SA 5031.

This role may require interstate and intrastate travel from time to time and out of normal business hours work will be required.

**Direct Reports:** N/A

**Modified:** October 2021

### Organisational Overview

Netball SA is the peak State Sporting Organisation for netball in South Australia and is affiliated with Netball Australia.

Netball is the leading women's participation sport in Australia.

Netball SA is responsible for the governance, development, promotion and administration of netball throughout South Australia and has the responsibility for servicing its 32,000 members, the operations of Priceline Stadium and the running of its elite team, the Adelaide Thunderbirds.

As a professional sporting organisation with extensive community reach, Netball SA is committed to enhancing the reputation of the sport and communicating news of significance to members, fans, supporters and the general public.

The Adelaide Thunderbirds are a professional netball team competing in the Suncorp Super Netball League. The Thunderbirds are owned and operated by Netball SA and are a key strategic component of promoting and developing the game of netball in South Australia.

### Primary Job Purpose

Lead the implementation of the Netball AW&E Framework and facilitate associated services designed to improve players ability to effectively navigate the critical transition points throughout and beyond their sporting career.

### Key Performance Areas & Responsibilities

- Lead, manage and deliver AW&E services to athletes as prioritised in the Netball AW&E Framework as well as other identified (localised) AW&E needs;
- Implement policies and procedures that are aligned to the Netball AW&E Framework to support the holistic development, safety and protection of players;
- To ensure AW&E AMS procedures are completed:
  - AW&E Consults – prompt entry following 1:1.
  - AW&E Athlete Bio – distributed to each member of the playing group and 1:1 follow up consultation (at least twice per year).
  - AW&E – Domain check, General Communication, Qualifications – Follow up and input, as required.
  - Categorisation – utilised for AIS AW&E programs (access and EOI's)
  - Wellbeing Monitoring – follow up, as per Club procedures.
  - Shared Communication - To contribute to and monitor, as required.

- To case manage players' wellbeing and support the development of a "Life Plan" based on individual needs identified in the AW&E Athlete Bio form (e.g. linking with relevant service providers and accessing relevant information, following best practice guidelines);
- Establish, maintain and connect with the various referral networks available, including (but not limited to) the AIS Career Practitioner Referral Network, AIS Mental Health Referral Network and the Elite Athlete Education Network;
- To work with the Adelaide Thunderbirds High-Performance Team to consistently consider athlete wellbeing when making strategy and operational decisions;
- Engage in ongoing professional development specifically (but not limited to) in the areas of mental health, wellbeing, athlete conduct and safety and protection, education, career mapping and transition within the context of the high-performance environment;
- Maintain contemporary knowledge of social issues impacting sport and proactively instigate solutions to address any developing issues.

### **Key Relationships**

To fulfil the responsibilities, the position will need to develop and maintain effective relationships with:

- SSN Players (and in some cases pathway athletes)
- Adelaide Thunderbirds Coaches and the High-Performance Staff
- Netball Australia National Wellbeing Manager
- AIS Athlete Wellbeing and Engagement Branch
- State Institute and Academies AW&E providers
- Key AW&E National Referral Networks
- Pathway and Underpinning Program Contacts
- SSN Staff

### **Skills and Experience:**

- Demonstrated experience to develop, plan and deliver athlete individualised strategies and activities to address the identified wellbeing, career, personal and professional development needs of players.
- Demonstrated high level experience implementing case management or triage processes to ensure appropriate care and referral are accessible;
- Demonstrated high level experience guiding and supporting people through various transition, educational and vocational pathways;
- Demonstrated experience working within a multi-disciplinary team within a high-performance environment and maintaining strict confidentiality;
- Proven experience building and leveraging relationships to influence and work effectively with a wide range of stakeholders;
- Demonstrated ability to establish, implement, maintain and grow community partnerships to provide opportunities for athletes to engage and integrate with activities outside training and competition;
- Proven ability to work independently and as part of a team;
- Demonstrated experience in public speaking, facilitating, workshop delivery.

### **Qualifications:**

Qualification in elite athlete wellbeing, social work, career development, education, counselling or similar is highly desirable.

A working with children check and first aid certification will be essential for this role.

### **Competencies and personal attributes**

**Relating and Networking** – You are able to gain commitment, build trust and partnerships effectively and quickly; builds wide and effective networks of contacts inside and outside the organisation;

**Working with People** - Relates well to people at all levels; manages conflict; listens, consults others and communicates proactively; supports and cares for others; develops and openly communicates self-insight;

**Leadership** – You are able to transform a vision into a shared purpose through your own personal commitment as well as engaging, developing, coaching, motivating and guiding a team to achieve successful outcomes; provides other with a clear direction; sets appropriate standards of behaviour;

**Business** – You have a strong understanding of Sport Industry Acumen;

**Planning and Organising** – You have the capability to set clearly defined objectives and plans activities and projects well in advance; identify gaps, interprets information and organises resources needed to accomplish tasks; monitors and evaluates performance against deadlines and milestones; delivers on budget;

**Learning and Researching** – You can systematically evaluate opportunities and tenaciously work to meet and exceed goals while maximising learning experiences; gathers comprehensive information to support decision making; encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback); manages knowledge (collects, catalogues, and disseminates knowledge of use to the organisation);

**Maintaining performance** while navigating, managing and negotiating competing priorities within a high pressure and complex environment;

**Strong understanding of the Australian sport system**, in particular High Performance;

**Experience and commitment to** delivering best practice in career development support, education, vocational options and guidance;

**Contemporary knowledge of issues** impacting mental health and wellbeing and experience with implementing best practice support;

**Experience in** establishing, maintaining, broadening and leveraging connections with relevant service industry networks;

**Taking the initiative** in assisting and advising athletes rather than reacting to specific situations;