



<b>Position Title:</b>	Athlete Wellbeing and Engagement Lead (0.4 FTE)
<b>Work Area:</b>	High Performance
<b>Reports to:</b>	General Manager – High Performance
<b>Position Location:</b>	155 Railway Terrace, Mile End, SA 5031. This role will require regular work outside of normal office hours, including weekends in accordance with Netball SA and Adelaide Thunderbirds High Performance programs. This role will require interstate travel in accordance with Netball SA and Adelaide Thunderbirds programs.
<b>Direct Reports:</b>	n/a
<b>Modified:</b>	November 2024

<b>About Netball SA:</b>	<p>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.</p> <p>Netball SA is responsible for the governance, development, promotion, and administration of netball throughout South Australia and has the responsibility for servicing its 35,000 members, the operations of Netball SA Stadium and the running of its elite team, the Adelaide Thunderbirds.</p> <p>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.</p> <p>Further information on Netball SA: <a href="https://sa.netball.com.au/">https://sa.netball.com.au/</a></p>
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## Primary Purpose of Position

Lead the implementation of the Netball AW&E Framework and facilitate programs and services in the areas of wellbeing and career development to improve athletes' abilities to effectively build their athletic and non-athletic identities whilst also developing their capacity to manage the challenges associated with high performance sport.

This position involves close working relationships with athletes, coaches, and other High Performance staff members. Integral to the role is the ability to work as both an independent service provider and multi-disciplinary team member.

Key Result Areas	Accountabilities and Responsibilities
High Performance	<p><b>Relationship Management</b></p> <ul style="list-style-type: none"><li>▪ Build trusted and valued relationships with athletes.</li><li>▪ Through the development of these relationships, facilitate Individualised Development Plans that capture the athlete's wellbeing, career and educational needs.</li><li>▪ Act as a conduit between the athletes and the appropriate external professional development and wellbeing programs and services.</li><li>▪ Attend, contribute and report at weekly High Performance staff meetings including individual and team program reviews</li><li>▪ Liaise with organisations/sponsors and past player alumni to assist with networking opportunities for athletes.</li><li>▪ Build trusted and valued relationships with High Performance staff, NSA, ANPA, NA and each player's primary personal network (family, partners, agents) as key stakeholders.</li><li>▪ Liaise with the relevant service providers and networks (including but not limited to the AW&amp;E Network, the AIS Career Practitioner Referral Network and AIS Mental Health Referral Network) to identify opportunities and strengthen relationships through sharing best practice initiatives and programs.</li></ul> <p><b>Wellbeing</b></p> <ul style="list-style-type: none"><li>▪ Lead, manage and deliver AW&amp;E services to athletes as prioritised in the Netball AW&amp;E Framework as well as other identified (localised) AW&amp;E needs.</li><li>▪ Implement policies and procedures that are aligned to the Netball AW&amp;E Framework to support the holistic development, safety and protection of players.</li><li>▪ Provide appropriate first incident response to athletes who present with professional and personal issues, including referrals to relevant support services.</li><li>▪ Provide guidance and support on wellbeing related issues in a professional and confidential manner when dealing with athletes.</li><li>▪ Liaise closely with ANPA, NA and relevant support networks on athlete wellbeing related issues as appropriate.</li><li>▪ Provide guidance to the High Performance staff to consistently consider athlete wellbeing when making strategic and operational decisions.</li><li>▪ Work with High Performance staff regarding athlete non-selection, transitions, delisting, retirement, injury, rehabilitation and/or relocation.</li></ul> <p><b>Career</b></p> <ul style="list-style-type: none"><li>▪ Complete Individual Development Plans with all athletes which is regularly monitored and updated in the Athlete Management System (AMS).</li></ul>

	<ul style="list-style-type: none"> <li>▪ Ensure accountability for all elements of an athlete’s Individual Development Plan by being highly accessible and offering a case management approach to their career needs.</li> <li>▪ Coordinate delivery of programs as directed by the ANPA and NA in accordance with national framework requirements, ensuring compliance is adhered to.</li> <li>▪ Develop and deliver relevant transition guidelines and processes that support athletes coming into and out of the Adelaide Thunderbirds environment.</li> </ul> <p><b>Reporting and Promotion</b></p> <ul style="list-style-type: none"> <li>▪ Maintain timely and accurate reporting in the online Athlete Management System (AMS).</li> <li>▪ Contribute weekly within High Performance staff meetings on all things athlete and program related.</li> <li>▪ Provide reporting to ANPA, NA and NSA as directed.</li> <li>▪ Participate in regular meetings and annual conferences with other AW&amp;E Leads, ANPA and NA representatives.</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>▪ 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 high performance sport.</li> <li>▪ Maintain contemporary knowledge of social issues impacting sport and proactively instigate solutions to address any developing issues.</li> <li>▪ Perform any other duties within the employee’s capabilities and which is reasonable to expect the employee to undertake as directed by management from time to time.</li> </ul>
<p><b>Strategic and Financial</b></p>	<ul style="list-style-type: none"> <li>▪ Comply with NSA Financial Policies and Procedures.</li> <li>▪ Provide accurate and timely reporting within deadlines.</li> <li>▪ Ensure that all agreed strategies and key performance Indicators and key behavioral indicators are achieved.</li> </ul>
<p><b>Work Health and Safety</b></p>	<p>Your duties are to:</p> <ul style="list-style-type: none"> <li>▪ Comply with all Netball SA policies, procedures, and relevant legislation.</li> <li>▪ Comply with all reasonable instructions from managers in relation to health and safety.</li> <li>▪ Take reasonable care of your own health and safety.</li> <li>▪ Ensure your actions or omissions do not adversely affect the health and safety of other persons.</li> <li>▪ Report any hazards, near misses and incidents to your manager and complete the required formal report mechanism.</li> <li>▪ Complete relevant health and safety training, as required.</li> <li>▪ Comply with the Netball SA policies and procedures which set out governance standards and manage risks for our organisation. You are responsible for being aware of and complying with the policies and procedures.</li> </ul>

## Qualifications, Skills & Experience Required:

### Qualifications

- Qualification in elite athlete wellbeing, social work, career development, education, counselling or similar will be highly considered.

### Desirable

- Certificate IV in Workplace Training and Assessment.
- In-depth understanding of the sport and non-sport requirements of elite athletes.
- A genuine desire to assist elite athletes fulfil their potential.

### Essential

- Proven experience building and leveraging relationships to influence and work effectively with a wide range of stakeholders.
- Demonstrated experience working within a multi-disciplinary team within a high performance environment and maintaining strict confidentiality.
- Demonstrated experience to develop, plan and deliver athlete individualised strategies and activities to address the identified wellbeing, career, personal and professional development needs of athletes.
- 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 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.
- Working with Children Check.
- First aid certification.
- Drivers Licence.