



HEAD OF STRENGTH AND CONDITIONING

The Western Australian Institute of Sport (WAIS) is seeking the services of a highly skilled and motivated person to Head the Strength and Conditioning area as part of the Athlete and Coach Services team. The successful applicant will support the WAIS Values of People and Excellence.

As Head of Strength and Conditioning you will oversee the facility to ensure 'best practice' strength and conditioning services are provided to all WAIS athletes and coaches. This will involve supervising team members, preparing the budget, monitoring usage, and general maintenance of the facility. You will also be directly involved in constructing and supervising programs for designated sports.

If you have at least three years practical experience in a similar position within the elite sport environment, demonstrated success in facilitating change in athletes, and relevant post graduate qualifications, this is an excellent opportunity to join a professional and dedicated team.

For further information, please contact Martin FitzSimons, Athlete and Coach Services Manager on (08) 9387 8166.

Applications, addressing the selection criteria should be forwarded to:

Mr Martin FitzSimons
Athlete and Coach Services Manager
WA Institute of Sport
PO Box 139
CLAREMONT 6910
Or email, mfitzsimons@wais.org.au

by close of business 17 August, 2005.

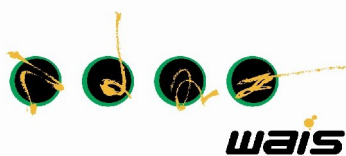
Accepted and Agreed

Manager:.....

Date:.....

Employee:.....

Date:.....



Position Description

WAIS Purpose: *To provide opportunities for talented Western Australian sport persons to achieve excellence in elite sport with support from their home environment.*

WAIS Vision: *To produce champions*

Position Title: Strength and Conditioning Coach	Position Classification: Scientist Grade 1-2
Location: WAIS Office - Mount Claremont	Salary Range: 26-33
Employee Name:	Department: Athlete and Coach Services
	Reporting to: Manager, Athlete and Coach Services

Key Relationships: Internal; **WAIS Athletes, WAIS Coaches, WAIS ACS Staff, WAIS Program Consultants, WAIS Managers, ACS Administrative Assistant.**
 External; **Program Medical Providers, External coaches of WAIS athletes, WA S & C Network SIS/SAS S & C Network.**

Staff Responsible For:

Position Objective: To provide 'best practice' strength and conditioning services to WAIS athletes and coaches.

Authority Levels:

Decision Making	Recommendations
Best practice individual strength and conditioning interventions as required	Prioritisation of resources across allocated sports (SOP process)
Daily prioritisation of resources in alignment with agreed SOP objectives	Recommendations of strength and conditioning interventions for assigned sports (SOP process)
	Required resources to most effectively run strength and conditioning services for WAIS
	Most effective set-up of strength and conditioning within WAIS
	Personal and professional learning and development

Accepted and Agreed	Manager:.....	Date:.....
	Employee:.....	Date:.....

Principal Duties and Responsibilities

1. Supervision of weight training facility:
 - Ensure monthly safety checks are carried out and documented on all equipment.
 - Organise and or perform maintenance and repair of weight room equipment as required to the approved budget. Maintenance or repair of equipment beyond the budget is to be approved by the ACS manager.
 - Ensure the weight room is maintained at a high level of cleanliness and order.
 - Develop and support a positive training culture within the facility. Serious misconduct within the facility must be reported in writing to the ACS and Program Managers.
 - Maintain log of weight training facility usage for monitoring and planning.
 - Processing of memberships to facility, including provision of invoice details to finance officer and preparation of access cards.
 - Provide informed recommendations to the ACS Manager regarding purchases of new equipment and/or facility requirements.

2. Construction of weight training/conditioning programs:
 - Construct or oversee construction of programs in consultation with assigned sport program coach and/or ACS Staff.
 - Report to sport program coach on a regular basis the progressions of programs under supervision.

3. Supervision of weight training/conditioning programs:
 - Supervise programs as agreed with sport program coach.
 - Ensure all strength testing is carried out and documented as per LSAS protocols.
 - Update and maintain central WAIS database of measured strength testing variables.
 - Maintain a log of all programs created by WAIS S & C staff and obtain a copy of other programs used by WAIS athletes.
 - Ensure that all programs in operation in the facility are safe and follow scientific principles of training.

4. To keep up to date with world's best practice and accurately identify the scientific knowledge that will deliver a worthwhile competitive advantage.
 - Maintain up to date knowledge of leading research in strength and conditioning.

Accepted and Agreed

Manager:.....

Date:.....

Employee:.....

Date:.....

- Initiate research projects to create new knowledge, including linking with external researchers on key practical projects that are aligned with identified WAIS strategic objectives.
 - Where appropriate provide education of this knowledge and its implications to performance for coaches and athletes.
5. Supervision of strength and conditioning staff.
- Coordinate the work activities and timetable of S & C staff in their provision of services to sports.
 - Review on a regular basis the performance of S & C staff in carrying out their duties. For the purpose of performance management provide a written evaluation of staff to the ACS Manager
6. To contribute to the enhancement of WAIS as a High Performance Sports Institute.
- Supervise University practicum students, including training and evaluation (ensuring duties performed to required standards), and strength and conditioning coaches as required.
 - Take a leading role in maintaining the laboratory standards at a level at least equivalent to that required by the National Laboratory Standards Assistance Scheme.
 - Arrange and/or conduct meetings, seminars and briefings for athletes and coaches and other relevant staff on performance related issues.
 - Promote WAIS by attending and speaking at appropriate forums.

Accepted and Agreed

Manager:.....

Date:.....

Employee:.....

Date:.....

Person Specification

WAIS Purpose: *To provide opportunities for talented Western Australian sport persons to achieve excellence in elite sport with support from within their home environment.*

WAIS Vision: *To Produce Champions*

Position Title:	Strength and Conditioning Coach	Department:	Athlete and Coach Services
Position Classification:	Scientist Grade 1 (26-29)	Reporting to:	Manager, Athlete and Coach Services

Criteria for Appointment

Knowledge

- Demonstrated knowledge of the structure and systems associated with high performance sport and the development of elite athletes for success in the national and international arena.
- Demonstrated knowledge of strength and conditioning principles and theories related to the population of WAIS athletes.

Skills and Abilities

- Demonstrated ability to design and implement applied assessment procedures
- Demonstrated ability to facilitate change in athletes and coaches based on the body of scientific knowledge related to strength and conditioning.
- Highly developed oral and written communication skills, including demonstrated effectiveness in negotiation, communication and consultation with key stakeholders.
- Highly developed ability to work within a multidisciplinary team as well as the ability to work independently.
- Highly developed personal and professional skills related to dealing with scholarship holders from widely diverse ages and backgrounds.

Experience

- Relevant post-graduate degree and a minimum of one years experience as a Scientific Officer.

Accepted and Agreed

Manager:.....

Date:.....

Employee:.....

Date:.....

Person Specification

WAIS Purpose: *To provide opportunities for talented Western Australian sport persons to achieve excellence in elite sport with support from within their home environment.*

WAIS Vision: *To produce champions.*

Position Title:	Strength and Conditioning Coach	Department:	Athlete and Coach Services
Position Classification:	Scientist Grade 2 (30-33)	Reporting to:	Manager, Athlete and Coach Services

Criteria for Appointment

Knowledge

- Demonstrated knowledge of the structure and systems associated with high performance sport and the development of elite athletes for success in the international arena.
- Demonstrated knowledge of strength and conditioning principles and theories related to the population of WAIS athletes.

Skills and abilities

- Demonstrated ability to apply high quality specialist skills to facilitate change in athletes and coaches based on the body of scientific knowledge related to strength and conditioning.
- Highly developed oral and written communication skills, including demonstrated effectiveness in negotiation, communication and consultation with key stakeholders.
- Highly developed personal and professional skills related to dealing with scholarship holders from widely diverse ages and backgrounds
- Highly developed ability to work within a multidisciplinary team as well as the ability to work independently and possess a high level of personal initiative and autonomy.
- Demonstrated ability to conduct, commission or collaborate on applied research products.
- Display the ability to supervise staff required for specific projects.
- Display the ability to effectively manage budgets provided to specific projects.
- Demonstrated ability to contribute to the professional development of scientific staff.

Experience

- Relevant postgraduate degree.
- Minimum of three years practical experience as a Scientist or Scientific Officer in the elite sport environment

Accepted and Agreed

Manager:.....

Date:.....

Employee:.....

Date:.....