



INFORMATION PACK

Lead Physiologist- Swimming

VICTORIAN INSTITUTE OF SPORT

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POSITION DESCRIPTION

Position Title:	Lead Physiologist- Swimming
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Program/Dept:	VIS Performance Services	Reports to:	VIS Sp Sci / PP Coordinator
Functional Budget	N/A	Direct Reports:	
Location/s:	Victorian Institute of Sport, & Swimming High Performance Centres (Nunawading Swim Club / MVC)		
Employment Status:	Part-time or Full-time contract offer to be negotiated		

Primary Purpose of Position	
<p>The Lead Sport Scientist is responsible for applying scientific principles and thinking to the Swimming program. The position is primarily aimed at achieving the following goals:</p> <ul style="list-style-type: none"> a) Supporting identified Swimming athletes improve their sporting performances b) Supporting SAL coaches to achieve their program KPI's c) Work with SAL/VIS sports science & medicine staff to provide an inter-disciplinary approach to making a performance impact 	

Responsibilities and Measures	
Task	Measures and Outcomes
1. Demonstrate leadership in the area of physiology to the Swimming program	Feedback from the State Head Coach, VIS Sp Sci/PP Co-ordinator, SAL SSSM Manager
2. Apply scientific thinking and principles to improve the performances of targeted AWE /SAL athletes.	Feedback from State Head Coach and Sp Sci/PP Co-ordinator
3. Ensuring all services are provided within an ethical framework and are based on sound evidence based scientific principles	Benchmarking with external experts as well as feedback from coaches and other members of staff and through relevant literature.
4. Establishing, designing, implementing, interpreting and reporting on applied sport science test procedures in consultation with sport scientists, coaches and athletes	Programs designed, implemented and results reported back on agreed timelines
5. Contributing to and co-ordinating various VIS projects, including the NSSQA obligations, in collaboration with other VIS sport science personnel, athlete service providers, external consultants, and Sports Institutes/Academies within Australia	Feedback and acknowledgement through NESC Directors and NESC Athletes Services Managers forums

6. Ensuring VIS athletes and coaches are provided with appropriate and cutting edge sport science as an integrated part of their personal performance plan	Improvements in the quality and level of sport science being conducted resulting in a performance impact in VIS programs measured by analysis and benchmarking with external experts
7. Contributing to athlete and coach education via presentations in workshops, journal club and seminars	Feedback from athletes and sport coaches regarding the effectiveness of sport science programs; number of presentations
8. Representing the Sport Science team in multi-disciplinary forums	Ability to work within a team environment and to relate harmoniously with athletes, coaches and staff; feedback from coaches and athletes
9. Ensuring a safe workplace through staff compliance with all VIS OH&S policies and procedures	Feedback from key support staff and number of reported incidents/near misses

General Performance Indicators	
Ability to work within a team environment and to relate harmoniously with athletes, coaches and staff on a daily basis and in camp style programs	
Effective relationships between sport science, physical preparation, ACE and nutrition programs	
Relationships	
With	Purpose
Reports to the Sport Science / PP Coordinator	Provide information and advice regarding the day to day delivery of the Performance Services support program and development of individual athletes
Liaison with Sports Coaches	Plan, design and deliver sport science programs
Sport Science staff	Positive relationships are in place to ensure that the Sport Science team is striving to improve and enhance support
VIS Service Providers	Integrated approach to performance impact and best practice
Liaison with Physical Preparation, Athlete Career & Education & Nutrition colleagues	Integrated multi disciplinary service delivery & cooperation. Ensure targets are being met and optimal performance achieved.

Core Competencies* & Personal Qualities			
Essential			
Competencies			Qualities
Time Management	Interaction	Job Skill/Knowledge	Passion for sporting achievement
Decision Making	Communication	Planning	Personal commitment to excellence
Innovation	Flexibility	Attention to Detail	Contribution to high performance culture
Collaboration	Athlete Welfare		
Desirable			
Competencies			Qualities
Vision			Daring to challenge the status quo

* See 'Job Description - Core Competencies' table for description of individual competencies

Qualifications
Essential
Sport Science degree
Current Drivers Licence
Current Victorian Working with Children Check (must be in place before employment commences)
Current First Aid & ISAK Level 1 Anthropometry
Desirable
Post Graduate Sport Science degree

Experience and Skills
Essential
At least 2 years experience working as a sport scientist/physiologist with high performance athletes
Demonstrated experience in laboratory/field physiological testing of elite athletes.
Demonstrated experience monitoring the physiological responses to training
Demonstrated ability to work within a team as well as the ability to work independently. Possess a high level of personal initiative and autonomy
Proven experience of working within an integrated/multi disciplinary program environment
Demonstrated ability to communicate with coaches and athletes in a way that converts complex sport science principles and techniques into sports language
Proven personal and professional skills related to dealing with athletes from widely diverse age groups and sports
Experience in sport science laboratory accreditation and maintenance procedures in accordance with the NSSQA program or equivalent
Demonstrated knowledge and the advanced use of Microsoft Office software such as Excel, Word and Access.
Be hands-on and multi task in the role; an ability to move effectively between strategic & operational levels
Desirable
Competence in sport science research methodology and appropriate statistical techniques
Experience with public speaking and development and delivery of coach/athlete education programs
Excellent understanding of the principles of sports physiology, biomechanics, coaching, performance analysis, strength and conditioning for sport, sport psychology and sports nutrition
Ability to contribute to the development of the VIS high performance culture and environment

Memberships and Associations
Nil

LEAD PHYSIOLOGIST - SWIMMING

JOB DESCRIPTION - CORE COMPETENCIES

No	Competence	Description
1	Innovation	Continually employs originality and inventiveness to generate new ideas, alternatives, processes and solutions; always challenges the status quo
2	Collaboration	Has a complete understanding of their role within their own and associated organisations; effectively collaborates within and outside the organisation to achieve common goals
3	Interaction	Demonstrates exceptional ability to achieve results through effectively working with others; always sensitive and responsive to the needs and views of others; excellent at establishing goodwill and win-win relations
4	Communication	Extremely efficient in the clear expression of both written and verbal communication; always able to structure ideas in an articulate manner and adapt the message to the audience; ensures that the message is understood
5	Flexibility	Complete understanding of how to manage change and help others through the transition; adapts personal style to the individual and the demands of the situation
6	Athlete Welfare	Demonstrates a sincere commitment to meeting relevant athlete needs; intrinsic desire to help others; ensures problems are solved as soon as possible
7	Job Skill/ Knowledge	Always displays a complete and extremely high level of knowledge and skills specific to all areas of responsibility and tasks of their position
8	Planning	Demonstrates sound project planning, management and scheduling skills; always prioritises work and understands project details; always able to assess, evaluate and select the required resources
9	Attention to Detail	Can always be relied upon to produce completely accurate data and documentation; attention to detail is never compromised
10	Time Management	Extremely good at prioritising time and resources in maximising effectiveness; constantly looking for indications that resources and time are not being used to best advantage; deadlines are always met

ORGANISATION DESCRIPTION

Background

The Victorian Institute of Sport provides high performance sports programs for talented athletes, enabling them to achieve national and international success.

The VIS was set up to assist the development of Victoria's best athletes. It was established in 1990 by the State Government as a private trustee company, with its Board of Directors appointed by the Victorian Minister for Sport. The VIS is funded by the State Government through Sport and Recreation Victoria, and by the Commonwealth Government through the Australian Sports Commission and National Sporting Organisations. It also has numerous corporate sector sponsors.

The VIS currently supports more than 300 athletes on scholarship across 40 sports including able-bodied athletes and athletes with a disability. The VIS is a non-residential Institute.

From the inception of the VIS in 1990 to the Rio Games in 2016, 30 VIS athletes have become Olympic champions and 32 have won Paralympic gold. The VIS contribution to the national Olympic and Paralympic medal tally is always a significant one. VIS athletes have also achieved international success in non-Olympic sports such as netball, squash and golf.

The VIS is one of a comprehensive network of Institutes and Academies of sport throughout Australia and has a close relationship with the Australian Institute of Sport and the other State-based Institutes. The organisation works closely with sporting organisations, schools and universities, and private clinics and practitioners, ensuring that athletes receive optimal benefits.

By being innovative and creative in the preparation of athletes, the VIS offers an environment where athletes can perform at their best.

Winners of the prestigious VIS Award of Excellence include Olympic and World Champions such as Catherine Freeman and Kelly Cartwright (Athletics), Peter Antonie, the 'Oarsome Foursome' and Kim Crow (Rowing), Tom King & Mark Turnbull and Glenn Ashby (Sailing), Sarah Fitz-Gerald (Squash), Alisa Camplin, Lydia Lassila and David Morris (Aerial Skiing), Katie Mactier, Cadel Evans and Leigh Howard (Cycling), Daniel Kowalski, Matt Welsh and Leisel Jones (Swimming) and most recently, wheelchair tennis player, Dylan Alcott.

Interest in the VIS model of elite athlete development has attracted athletes, coaches and administrators from around the world to study and participate in its programs.

The VIS moved into its own purpose built and outfitted facility at Lakeside Stadium, Albert Park in December 2011 with state of the art equipment and latest technologies and ideas to train and prepare athletes to perform on the world stage. The premises include office space, sport science and sports medicine facilities, a large gymnasium, a four-lane 25-metre swimming pool and recovery facilities.

In 2015/16 the organisation's budget was approximately \$9 million. Approximately 74 (50 FTE) staff and consultants are employed in the organisation.

Key Functions

The aim of the Victorian Institute of Sport is to assist the talented athletes of Victoria to achieve at the highest levels of sports performance, while also providing support with their personal skills, education, career management and employment opportunities. The basic philosophy of the VIS is embodied in its motto "Success in Sport and Life". Athletes are encouraged to develop their life skills, education and career prospects along with their sport.

The specific objectives of the Institute are to

1. Develop programs of support for the talented athletes in Victoria in the areas of:
 - Advanced coaching
 - Sport science and medicine services
 - Training and competition
 - Career and educational development
2. Encourage the identification of talented athletes
3. Build community recognition and support for the Institute
4. Coordinate the programs of support with those of the State and National sports associations
5. Encourage financial support from the corporate sector to supplement that provided by State and Commonwealth governments

VIS athletes receive advanced, specialised coaching from coaches of international standing who are kept at the cutting edge through a comprehensive coach development program. As well as contributing their own technical and tactical expertise they coordinate the delivery of other services to the athletes, as follows:

- Sport science (fitness assessment, technique analysis, psychological counselling)
- Sports medicine (injury and illness prevention, treatment and rehabilitation including massage, physiotherapy, podiatry and nutrition)
- Career and education (personal development, education, career management and employment opportunities)
- Training and competition (access to training facilities, travel, competition and accommodation support)

Athletes are encouraged to take responsibility for determining their own goals and development under the guidance of expert coaches. Programs are conducted in partnership with National and State Sporting Organisations. Several sports have established National Training Centre programs at the Institute.

Athletes eligible for assistance from the Institute are awarded scholarships based on the following criteria:

- Their national and/or international ranking, according to established standards
- Having high potential to achieve success at national and international level
- Having Australian Citizenship and normally being resident in the State of Victoria

Scholarships are awarded to athletes on an annual basis. There are three groups of scholarship holders:

1. Tier 1 sports programs at the VIS have tenure with the VIS and are coordinated by a full time coach or program manager. The current list of Tier 1 programs includes Aerial Skiing, Athletics, Cycling, Diving, Golf, Gymnastics, Hockey, Netball, Rowing, Sailing, Swimming, Triathlon and Water Polo.
2. Individual Athlete scholarships are for athletes in sports which do not have Tier 1 programs and for elite athletes with a disability (the exceptions to this are athletics and swimming EAD athletes, who are fully integrated into their respective Tier 1 programs).
3. Future Talent scholarships are for talented athletes who show outstanding potential for future success but are not yet eligible for a full VIS scholarship due to their age or selection criteria restrictions; once identified they are provided with VIS support services to "fast track" their development. The athletes span Tier 1 and non-Tier 1 sports.

The VIS also plays an important role in the broader community. It currently coordinates three community programs:

1. School Tours of the VIS
Primary and secondary school students are given a tour of the VIS facility, guided by a VIS athlete; it is an interactive program which is well received by the students.

2. "Be Fit. Be Well"
A joint initiative with the Department of Education and Training through School Sport Victoria, this program is available at no cost to primary and secondary Government schools across metropolitan and regional Victoria as part of the State Government's commitment to encourage participation in sport and physical activity.
2. VIS Athlete Speakers Program
This program provides schools, community groups, sporting groups and corporate organisations with access to VIS athletes and expert speakers for their events. Fees are determined on an individual basis.

Structure and Governance

The Board incorporates a range of experience in sport, science, media and business.

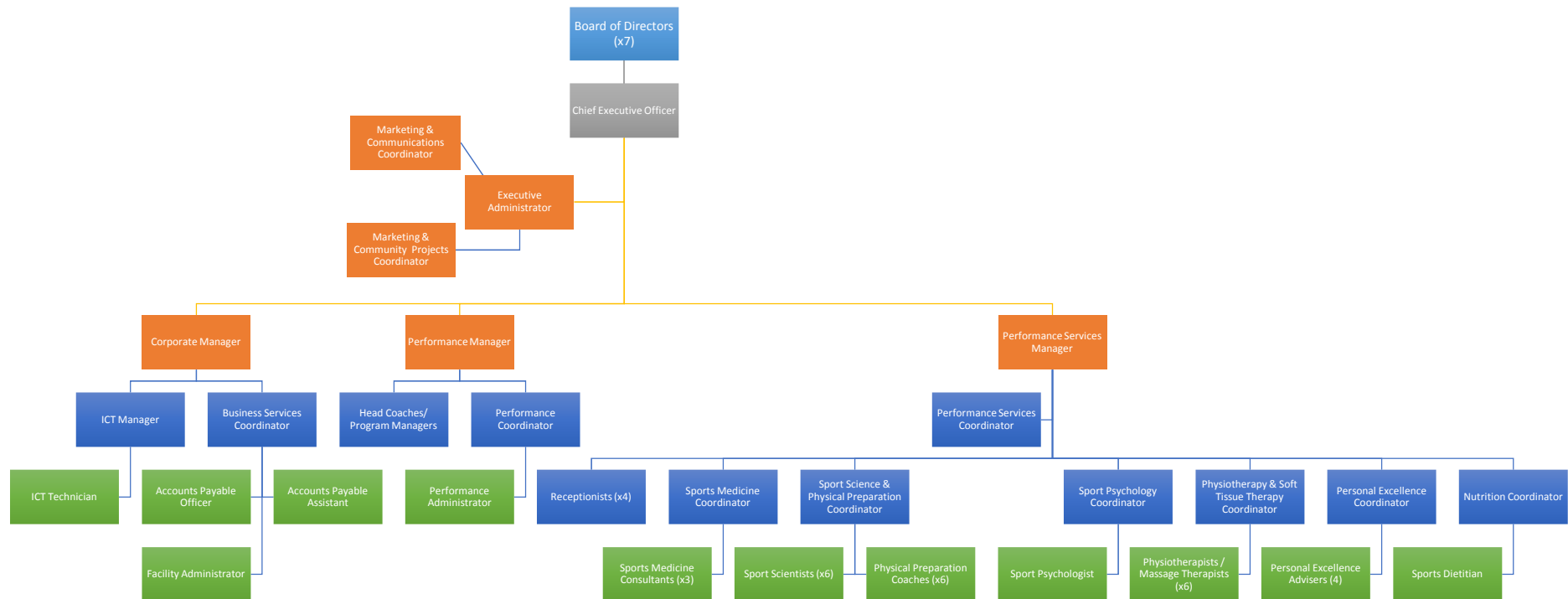
Vacant	Chairman, Member of Finance Committee
Mr Michael Sayers	Chairman of Finance Committee
Mr Tim Lane	Member of Performance Committee
Ms Kathy McLean	Member of Performance Committee
Ms Sue Noble	Member of Performance Committee and Finance Committee
Mr David Talalla	Member of Performance Committee
Prof Mark Hargreaves	Chairman of Performance Committee & Member of Finance Committee

The Chief Executive Officer is Anne Marie Harrison who was appointed in August 2006.

As an organisation the VIS is divided into four teams: Business Services, Communication & Marketing Services, Performance, and Performance Services. The Performance team is responsible for the evaluation and enhancement of athlete programs, ensures the continuing development of coaches and collaborates closely with state and national sporting organisations. The Performance Services team brings together sport science, sports medicine, athlete career and education services, and physical preparation.

The organisational chart appears on the next page.

VIS ORGANISATIONAL CHART (as at October 2016)



Future Directions and Key Drivers

The VIS regularly conducts a rolling process of reviewing its strategic plan. The core business of the VIS is athlete performance and the strategic plan is based around four key result areas:

1. Strengthen performance on the world stage
2. Raise the profile and prestige of the VIS brand
3. Grow investment in the VIS
4. Influence grass roots talent identification and development in metropolitan and regional Victoria

The VIS is looking forward to building on the tremendous success which has characterised the first 26 years of its existence. Several important challenges face the organisation.

Continuing its record of success requires constant improvement and innovation, as other nations learn from Victoria's and Australia's success. The pool of natural athletic talent being introduced to high-performance programs needs to be expanded through talent identification, talent transfer and development programs and ensuring all children have access to quality sport and physical education programs in schools. Talented athletes then need personalised development programs and elite teams need strong coordinated leadership.

Stronger relationships continue to be established between coaches and scientists, between sports, and between National and State Sporting Organisations and the sports Institute/Academy network. Cooperation and cross-fertilisation need to be continually promoted to ensure all avenues for greater success are explored.

It is clear that increased funding leads to improved results, but governments and corporates do not always find it easy to contribute more funds to elite sport. The Institute will need to not only be active in working with government and potential sponsors but also strive to maximise the usefulness of the funds that are available.

Further information

More information on the organisation can be found on the Internet at <http://www.vis.org.au>