

Job Description & Responsibilities for AWF Performance Pathway Manager:

Primary Job Purpose:

The role of the Performance Pathway Manager is to develop and improve the effectiveness of the performance pathway to successfully, develop, support and progress talented athletes to achieve medal winning performances in the future.

Responsibilities:

1. In consultation with the **AWF High Performance Commission (HPC)** the Performance Pathway Manager will develop the AWF Performance Pathway Strategy. This strategy will align to the AWF High Performance Strategy and will include:
 - a. Developing and maintaining a valid and reliable talent identification process that is aligned to the ‘What it takes to Win’ (WITTW) model that can be used to select Emerging athletes within the Sports Athlete Categorization Framework.
 - b. Providing strategic input, oversight and operational support of the Training Programs for the identified athletes and their coaches to maximize performance gains.
 - c. Monitoring the development of individual performance plans for the identified athletes.
 - d. Ensuring that the identified athletes have the required equipment and training facilities, support services and suitable coaching on a daily basis to improve and maintain progress.
 - e. Enhancing and develop the coaching knowledge and expertise of the individual coaches working daily with the identified athletes.
 - f. Tracking and monitoring the athlete’s trajectory against the AWF Grading scale and progress toward the 2028/2032 targets.
 - g. Working with the HPC to monitor and revise qualifying standards relating to the selection policies for Youth & U-15 Squads.
 - h. Developing Key Performance indicators that measure the effectiveness and impact of the Performance Pathway.
2. Work with the HPC to develop budgets that are aligned to the Performance Pathway strategy with the WITTW model.
3. Develop Performance Pathway plans to prioritize yearly objectives and align to the WITTW model.

4. Work closely with the AIS and other sports to capture and utilize best practice methods.
5. Cultivate positive relationships with key stakeholders, including but not limited to, National Institute Network, IWF, OWF, Australian Olympic Committee, Commonwealth Games Australia, and State & Territory Sporting Organizations.
6. Develop an ongoing relationship with **AWF State High Performance Coordinators (SHPC)** and maintain a regular dialogue with these vital personnel. Give support and advice to SHPC in their organization and staffing of their Squad Training Camps and aid and assist them in identifying new talent.
7. Act as a conduit – if needed – between SHPC and the AWF HPC in the implementation of the Pathway Program.

Qualifications & Experience:

1. An in-depth knowledge of the sport of weightlifting in all its aspects including but not limited to Coaching, Technical Rules, Competition – both domestic and International.
2. A complete understanding of the organisational structure of the AWF and its constituent State bodies.
3. Demonstrated experience in strategy development and instigation within the sport.
4. Experience and expertise in the organization of training camps and evaluation of the outcomes – both positive and negative.
5. Experience of working with young athletes in a variety of situations – training, competition, planning, advisory.
6. A background of experience in the recruitment and development of new talent and of success in talent identification programs.
7. Demonstrated collaborative style and political awareness to work positively in partnership with a variety of stakeholders including the AIS Performance Pathway team.
8. Financial acumen and budgetary management experience including annual planning, forecasting, contingency planning, grant applications and on-going management.