



## Job Description

### High Performance Pathway Lead – Artistic Swimming WA

## Position Overview

The High Performance Pathway Lead for Artistic Swimming is responsible for implementing and overseeing ASWA's athlete development pathway, which identifies, nurtures, and supports the progression of talented athletes into Youth and Junior National Squad and Team programmes, and ultimately through to Australian National Team level.

The role requires strategic planning, stakeholder engagement, demonstrated coaching experience, and a deep understanding of athlete development within Artistic Swimming in the Australian sporting context. The High Performance Pathway Lead will work closely with coaches, clubs, state and national sporting organisations, and support staff to ensure the effective progression and retention of athletes within the ASWA High Performance Pathway system.

## Key Responsibilities

- Provide leadership and oversight of ASWA's High Performance athlete pathway programs, ensuring alignment with state and national high-performance strategies.
- Deliver coaching within high performance environments across Western Australia.
- Collaborate with club coaches and the ASWA Development Officer to identify and support emerging Artistic Swimming talent.
- Lead the implementation of development initiatives and talent identification programs across all relevant age groups and pathway stages within Western Australia.
- Monitor athlete progression and provide feedback to key stakeholders on pathway effectiveness and athlete readiness for high performance environments.
- Coordinate, and where possible deliver, education and professional development opportunities for athletes, coaches, and support staff.
- Oversee budgets, resources, and reporting requirements for the ASWA High Performance Pathway Program, Academy Program, and Building Blocks for Brisbane 2032 Program.
- Analyse performance data and participation trends to inform strategic decision-making and continuous improvement of athlete pathways.
- Foster a positive, inclusive, and high-performing culture within the Artistic Swimming pathway programs.
- Represent ASWA at meetings, conferences, and events related to Artistic Swimming, as required.
- Achieve KPI's set by ASWA in relation to job objectives

## Key Selection Criteria

- Recognised coaching certification in Artistic Swimming, appropriate for athletes competing at Junior National level.
- Proven experience and success as an Artistic Swimming coach, including preparation of athletes for selection processes and major competitions.
- Demonstrated experience in athlete development and high-performance pathway leadership within Artistic Swimming.
- Ability and willingness to work collaboratively with athletes and coaches across all stages of the pathway to improve performance standards from grassroots through to high performance.
- Strong understanding of the Australian sporting landscape and talent development frameworks, particularly as they relate to Artistic Swimming.
- Exceptional communication, negotiation, and relationship-building skills.
- Ability to analyse data, prepare reports, and present findings to relevant stakeholders.
- Proven leadership, project management, and organisational skills.
- Demonstrated commitment to athlete wellbeing, diversity, and inclusion.
- Current Working with Children Check (or equivalent) and willingness to travel as required.

## Desirable Skills and Attributes

- Experience working within state or national Artistic Swimming sporting organisations.
- Knowledge of contemporary athlete monitoring technologies and performance analytics relevant to Artistic Swimming.
- Experience designing and delivering coach education programs and facilitating professional development opportunities.
- Training camp coordination experience, including administration, planning, budgeting, delivery, and reporting.
- Ability to manage competing priorities and adapt to changing environments.
- Motivation to drive innovation and excellence in athlete development pathways.
- Willingness to work collaboratively and make a positive contribution within a small team environment.
- Possess a current C class drivers license