

# Swimming WA Performance Pathway Tours Team Manager Selection Criteria

Updated August 2023

## Purpose of Performance Pathway Program

We will prepare athletes for future Dolphins Swim Team representation.

## Strategy of Performance Pathway Program

We will provide activity that adds value to the athletes' daily training environment.

A key deliverable of the program is the provision of competition opportunities, supplementing learnings from the athletes' training environment.

Team Managers are a fundamental delivery partner of the Performance Pathway Program and provide assistance to touring Performance Pathway Program teams.

## Role Overview

Lead the delivery of all non-performance related activity during the tour. This includes, but not limited to, tour operations and management of athlete behaviour.

[Appendix A](#) provides specific detail further than the role overview.

## Essential Skills and Experiences

- Excellent interpersonal skills with a wide range of stakeholders, primarily parent/guardians and athletes.
- Experience at national level competition, including but not limited to an athlete or administrator.
- Experience delivering logistical, project management and/or administrative support to a range of stakeholders
- Experience collaborating with a wide range of stakeholders for the betterment of the athlete.
- Adherence to Swimming WA SPIRIT Values

## Eligibility

(current as at date of respective tours)

- Current WA C-class Driver's license or greater
- Current reference from place of employment
- Current Working with Children Check
- Current First Aid HLTAID011 or HLTAID003
- National Police Clearance within the last 24 months
- Completion of Swimming Australia [Safe Sport](#) course
- [Completion of Sport Integrity Australia Fundamental, and/or, Annual Update 2023](#)
- [Completion of Sport Integrity Australia Competition Manipulation](#)
- [Completion of Sport Integrity Australia Child Safeguarding](#)

## Remuneration

As the Team Manager role is a voluntary position, successful applicants will not be remunerated for their time. Swimming WA will cover all travel-related costs as reasonably expected, including but not limited to flights, accommodation, and meals. Swimming WA will also cover all competition and training-related costs as reasonably expected.

## Selection Process

In order to meet safeguarding requirements, the selection of coaching roles may influence the selection process for team manager roles.

- Applications will be called for periodically on an as needs basis
- Applications reviewed by a panel consisting of:
  - o Swimming WA Athlete Pathways Manager
  - o Swimming WA General Manager – Competitive Pathways
  - o Swimming WA Capability and Alumni Manager
  - o Swimming Australia State Technical Lead
  - o Nominated independent representative
- Panel recommendations must be ratified by Chief Executive Officer
- All applicants notified of outcome within fourteen (14) business days following application
- Successful applicants will be placed into a pool, whereby Swimming WA will invite successful applicant(s) for a team manager role