



**Volleyball Australia**  
**Athlete Wellbeing and Engagement Manager**  
**Position Description**

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### **The Position | Primary Job Purpose**

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Lead and manage the VA AW&E Framework and deliver associated services designed to improve an athletes' ability to effectively navigate the critical transition points throughout and beyond their sporting career.

### **Position Links**

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The VA Athlete Wellbeing and Engagement Manager reports directly to the VA High Performance Director and is responsible for providing sound advice on all aspects of athlete wellbeing.

To fulfil the responsibilities, the position will need to develop and maintain effective relationships with:

- VA High Performance Manager (including the VA High Performance staff)
- AIS Athlete Wellbeing and Engagement Branch
- VA National Training Centre coaching staff and service providers, and VA Centre of Excellence coaching staff and service providers
- State Institute and Academies AW&E providers, especially SASI
- Key AW&E National Referral Networks
- Volleyroos athletes and Centre of Excellence athletes

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### **Job Responsibilities**

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#### **Key Functions**

- Provide strategic support to the VA High Performance Director, in the implementation and delivery of the AW&E Framework. Responsibilities include:
  - Assist in the development and publication of VA's AW&E strategy/framework
  - Lead, manage and deliver the right support to athletes to (a) maintain their intrinsic motivation and focus on success in their sport; (b) make a positive transition into life after sport; and (c) communicate authentically and positively about their life experiences in sport and transition into life after sport
  - Implement and review policies and procedures that are aligned to the VA AW&E Framework to support the holistic development, safety and protection of VA athletes
  - Integrate and manage the athlete wellbeing component within the VA athlete individualised planning process within the context of the high performance environment
  - Adopt an individualised case management approach when assessing athlete needs and refer appropriately

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AFFILIATIONS





- Establish, maintain and connect with the various referral networks available, including the AIS Mental Health National Referral Network, AIS National Career and Education Referral Network and the Elite Athlete Friendly University Network
  - Lead on the planning, development, implementation and revision of bespoke and innovative curriculum framework keeping with the direction set by the AIS AW&E branch, VA athlete needs and best practice
  - Liaise with the AW&E branch in relation to existing pathways for athletes to engage with the Australian community and facilitate work experience programs for placements of for athletes
  - Influence the culture and gain commitment from the VA High Performance Team to consistently consider athlete wellbeing when making strategy and operational decisions
- Engage in ongoing professional development specifically (but not limited to) in the areas of mental health, wellbeing, athlete conduct and safety and protection, education, career mapping and transition within the context of the high performance environment.
  - Maintain contemporary knowledge of social issues impacting sport and proactively instigate solutions to address any developing issues
  - Advise and assist in the retention of VA national team athletes to prolong their volleyball career and in the eventual transition to life after sport

#### **Key Outcomes**

- Development of the VA AW&E Framework to support the holistic development, safety and protection of VA athletes
- Commitment and action from the VA HP Team to always consider athlete wellbeing when making strategy and operational decisions
- All VA athletes are aware of and accessing myAISplaybook

All VA athletes are aware of and accessing (if required) the AIS Mental Health, AIS Career and Education Referral Networks as well as the Elite Athlete Friendly University Network and national networking/community engagement events

- VA is recognised as a leader in supporting the mental health and wellbeing of athletes

#### **People Management**

- Dealing with athletes in Canberra, Adelaide and overseas in particular
- Dealing with senior and pre-elite athletes

#### **Budget Management**

- Managing the AW&E elements of the High Performance and Centre of Excellence budgets together with the High Performance Director and the Technical Director

#### **Job Holder Requirements and Capabilities Qualifications**

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- Qualification in psychology and/or career and education counselling desirable
  - Experience in high performance sport, and specifically in Volleyball desirable
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## Experience

- Developing and implementing a long term strategy
- Demonstrated high level experience implementing case management or triage processes to ensure appropriate care and referral are accessible
- Demonstrated high level experience guiding and supporting people through various transition, educational and vocational pathways
- Demonstrated experience working within a multi-disciplinary team within a high performance environment
- Proven experience building and leveraging relationships to influence and work effectively with a wide range of stakeholders
- Demonstrated ability to establish, implement, maintain and grow community partnerships to provide opportunities for athletes to engage and integrate with activities outside training and competition
- Proven ability to undertake leadership and management responsibilities, including staff learning and development
- Demonstrated experience to develop, plan and deliver athlete individualized strategies and activities to address the identified wellbeing, career, personal and professional development needs of VAs athletes

## Knowledge and Skills

- Maintaining performance while navigating, managing and negotiating competing priorities, within a high pressure and complex environment
- Strong understanding of the Australian sport system, in particular High Performance
- Experience and commitment to delivering best practice in career development support, education, vocational options and guidance
- Contemporary knowledge of issues impacting mental health and wellbeing and experience with implementing best practice support
- Experience in establishing, maintaining, broadening and leveraging connections with relevant service industry networks
- Taking the initiative in assisting and advising athletes rather than reacting to specific situations

## Personal Attributes

- **Relating and Networking** – You are able to gain commitment, build trust and partnerships effectively and quickly; Builds wide and effective networks of contacts inside and outside the organisation
- **Working with People** - Relates well to people at all levels; Manages conflict; Listens, consults others and communicates proactively; Supports and cares for others; Develops and openly communicates self-insight
- **Leadership** – You are able to transform a vision into a shared purpose through your own personal commitment as well as engaging, developing, coaching, motivating and guiding a



team to achieve successful outcomes; Provides other with a clear direction; Sets appropriate standards of behaviour

- **Business** – You have a strong understanding of Sport Industry Acumen
  - **Planning and Organising** – You have the capability to set clearly defined objectives and plans activities and projects well in advance; Identify gaps, interprets information and organises resources needed to accomplish tasks; Monitors and evaluates performance against deadlines and milestones
  - **Learning and Researching** – You can systematically evaluate opportunities and tenaciously work to meet and exceed goals while maximising learning experiences; Gathers comprehensive information to support decision making; Encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback); Manages knowledge (collects, catalogues, and disseminates knowledge of use to the organisation).
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**Location**            To be discussed

**Remuneration | Salary**            The position is a 2-3 days per week role and the salary will be commensurate with this and with qualifications and experience.

**Terms of Agreement**            Until 31 December 2020 in the first instance, with a probation period of 3 months.



