



Para Uplift: PA workforce Update





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Australia**



ACKNOWLEDGEMENT OF COUNTRY

Paralympics Australia acknowledges and pays respect to Elders past and present of the lands and waters on which we live, work and engage in sports together. We are committed to caring for those lands and people across the nation.

We acknowledge the diversity, unique histories, cultures, knowledge and current experiences of individuals and communities across Australia. We celebrate their contributions to the nation broadly, and specifically to community and sport.



Welcome from Paralympics Australia

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How did we get here?

'Barriers to Entry & Progression for Para Athletes' project summary



Final reports available on the [Clearinghouse for Sport, High Performance Sport Resource Library](#)

Social Model of
Disability
Framework
used

160+

**BARRIERS
IDENTIFIED**

Mapped into
Systemic
Attitudinal
Policy
Environmental
Technical



More athletes with a disability
ENTERING the HP Sport System



More athletes with a disability
PROGRESSING through the HP Sport System



More athletes hitting the **PODIUM** in the HP Sport System

VALIDATED KEY BARRIERS



1. Access to
Classification &
2. HP Pathways



3. Limited to no
coaching depth



4. Poor Para
Literacy of key
role holders



5. Access to
National &
International
competition



6. Para Workforce
Structure &
Capacity



7. Fit for purpose
training
environments
(& equipment)

In Winning Well to Inspire all Australians, sport will model what effective change can look like within a world leading ecosystem

'Para Uplift' key initiatives

1

NSO investment

Retain and support current athletes. Prepare workforce structure and capacity for athlete pool growth

2

System investment

Set the conditions to accelerate and enable new athletes to enter and progress through the pathway

2a. Nationalised Classification

2b. 'Project Para' Coaching

2c. SIS/SAS Para Units¹

+ additional projects (e.g. Equipment)

PA Delivered

PA Supported

PA Co-delivered

* In line with agreed HP 2032+ Roles and Responsibilities





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PA roles;

**Where do
they sit, and where
do they focus?**

What timeframes?

Performance Strategy

System Capability & Partnerships

(Pillar - Ecosystem)

Classification & Pathways

(Pillar - Athletes)

Equipment, Camps & Powerlifting

(Pillar - Athletes)

System Partnerships

System Capability & Advisory

Data Analytics & Insights

Pathways

Classification

Essendon Camps

Equipment Hub

Powerlifting

Entry Pathways

Performance Pathways

NSO Support

System Support

NIN Support

Role naming conventions

Role		Primary Function	Athlete touchpoint
General Manager		Strategic leadership for the implementation of the program	Tertiary touchpoint- enabling leaders and strategy
Senior Manager		Operational Leader and Strategic Insight.	Tertiary touchpoint – enabling team
Lead		People Leader & Operational Oversight	Secondary touchpoint – through others
Specialist		Delivery of program/direct support of work	Initial primary touchpoints & through NSO & SISSAS
Coordinator		Team Coordination, operational & admin support	Supporting & enabling others

Key terms

Term	Definition
NSO and NSOD	National Sporting Organisation and National Sporting Organisation for People with a Disability (PA Members)
SISSAS / NIN	State Institute of Sport / State Academy of Sport / National Institute Network
Deployed (to NSOs)	PA employee, assigned to work with/ or assist another organisation. Will operate day-to-day as the employee of another organisation.
Shared Services Model	PA employee who will oversee multiple NSO portfolios. Will operate day-to-day as a PA employee but can expect to highly interact and engage with NSOs.

System Capability & Advisory



System Capability & Advisory

Role/s	#	Focus	Recruitment	Onboarding
Para Sport Literacy Lead	1	Development and delivery of education opportunities through the preparation, coordination and presentation of content relevant to Classification and Para-sport. To benefit PA workforce, system administrators and HP System Support staff.	Opened 31 Jan Closing 16 Feb	April

Equipment



Equipment Hub

Role/s	#	Focus	Recruitment	Onboarding
Para Sport Equipment Enhancement Manager	1	Primary Point of Contact for PA's Para Sport Equipment Enhancement Program. Lead engagement and provision of Para specific equipment for athletes and programs within the Para performance pathway.	Opened 31 Jan Closing 12 Feb	April

Key  Senior Manager  Lead  Specialist / Advisor  Coordinator

Powerlifting





Powerlifting





Role/s	#	Focus	Recruitment	Onboarding
General Manager- Performance and Pathways (FT)	1	Strategic leadership and establishment of the Program.	After week of 17 February	April
Performance Pathway Lead (FT)	1	Athlete pathway development, talent ID & confirmation initiatives and to support development and performance pathway initiatives	After week 3 of March	May
Program support (0.6) Competition and Officials Lead	1	To support the development of sport competition pathways and processes.	After week 3 of March	May
<u>Contract Performance Support</u>		<p>Multiple performance support part time roles to support the high performance program and performance environment of athletes including Medical, Physiotherapy, Nutrition, Integrity, Data Intelligence and AW&E</p> <p>Other future roles as the program develops include State Coaches & also a media and communications role specific to supporting the sport of Para Powerlifting.</p>	Late March / April depending upon remaining gaps	April

Key

 General Manager
  Lead
  Specialist / Advisor
  Coordinator

Pathways

Pathways



Entry Pathways



Performance Pathways

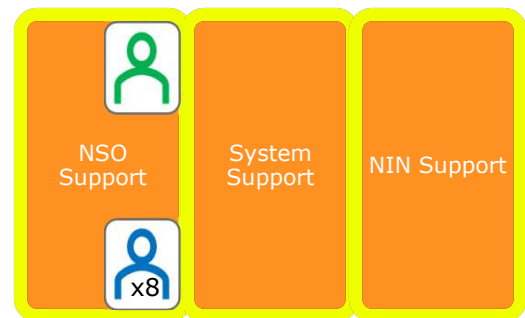



Role/s	#	Focus	Commence Recruitment	Commence Onboarding
Senior Manager Para Pathways	1	<ul style="list-style-type: none"> Operational leadership of a systematic approach to removing barriers to entry and progression in Para sport. 	Opened 31 Jan Closing 12 Feb	April
Pathways Lead (Performance Pathways)	1	<ul style="list-style-type: none"> Improve systems for identifying and advancing Paralympic pathway athletes. Offer expertise in Para-sport development. Foster collaboration to enhance Para pathway success. 	Opened 31 Jan Closing 12 Feb	April
Pathways Lead (Entry Pathways)	1	<ul style="list-style-type: none"> Activate 3 important entry points to Para-sport pathways (Schools, Allied Health, NSODs). Enhance awareness and understanding of Para-sport pathways. Create a coordinated landscape connecting individuals with eligible impairments to Para-sport outcomes. 	Opened 31 Jan Closing 12 Feb	April
Pathways Specialist (Entry Pathways)	3		After March 3 May	

Key

 Senior Manager
  Lead
  Specialist / Advisor
  Coordinator

Classification



Role/s	#	Focus	Recruitment	Onboarding
Senior Manager Classification	1	<ul style="list-style-type: none"> Operational leadership of a systematic approach to enhancing understanding of classification. Implementing best practice classification programs and maximising the role of classification as a key driver of Win Well and Play Well outcomes. 	Opened 31 Jan Closing 16 Feb	April
Classification Lead-NSO Support	1	<ul style="list-style-type: none"> Delivery of sport-specific national classification programs and initiatives; Focused on improving understanding of classification, access to classification opportunities, experiences of classification and classification integrity. 	Opened 31 Jan Closing 16 Feb	April
Classification Specialist, NSO	1*	<i>NSO Deployed</i>	After 17 February Closing 2-4 weeks later as per posting.	April
Classification Specialist, Multi-Sport (NSO)	7	<i>Shared Services Model</i>	After 17 February Closing 2-4 weeks later as per posting.	April

Key	Senior Manager	Lead	Specialist / Advisor	Coordinator
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* Does not include roles recently recruited for, or currently in market.

Classification



Role/s	#	Focus	Recruitment	Onboarding
Classification Lead, System Support	1	Operational leadership of multi-sport classification solutions that complement and enhance NSO classification programs (1-3 below).	Opened 31 Jan Closing 16 Feb	April
Classification Specialist, System Support	3	<ol style="list-style-type: none"> <u>VI Classification</u>: Lead delivery of national classification program. <u>Classifier Support</u>: Recruitment, training, certification, development, retention of Classifiers. <u>Digital & Data</u>: Master list management; Data security; Online eligibility; Data insights 	After 17 February Closing 2-4 weeks after posting as per posting.	April/May
Classification Lead, NIN Support	1	<ul style="list-style-type: none"> Provide education and support on Para-sport, classification, impairments, and TID (talent identification) for staff, coaches, and athletes. Assist with classification preparation, performance planning, and talent transfer. 	Opened 31 Jan Closing 16 Feb	April
NIN Classification & Para Sport Advisor	~ 4*	<ul style="list-style-type: none"> Grow allied health networks for Para-athlete support, facilitate classification events and a local Classifier Community of Practice. 	After 31 March Closing 2-4 weeks after posting as per posting.	June

Key Senior Manager Lead Specialist / Advisor Coordinator

* # and timeframe to be discussed and confirmed with each SISSAS; subject to change.

Tip and tricks

Based on questions we have received to date; we have provided some ideas items to consider as you create your applications.

- **What are your goals in where and how you want to best support PA?**
 - Do you enjoy working directly with athletes and community or do you prefer a more strategic work and enabling others to deliver?
- **Do you have skills from another experience or sector that fit the role?**
 - Are you a great collaborator, educator, does your experience lend to sport science, or medicine through another format that may work for the position?
- **Cover letter**
 - Don't forget to include this to really showcase your history and how it aligns to the role and position description.
- **Be creative!**
 - Be creative in thinking about all your skills and experience and how you could personally benefit the role or provide a new or creative twist and incorporate this into your application.

Where to apply?

- ❑ Applications can be made through the Paralympics Australia careers page [linked here](#)
- ❑ Paralympics Australia is an equal opportunities employer. We welcome applicants with lived experiences and encourage you to reach out if you require any reasonable adjustments to support you throughout the application and recruitment process. Please parauplift@paralympic.org.au for assistance.
- ❑ A combination of education, career and lived experience will be used in filling positions with Paralympics Australia. We encourage all applicants to consider the role.



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Q&A