



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

Presented by:

Elise Rechichi

Head of Performance Strategy



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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
Senior Manager		Operational Leader	Tertiary touchpoint – enabling team
Lead		People Leader & Operational Oversight	Secondary touchpoint – though 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	National Sporting Organisation (PA's Member Organisations).
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	Commence Recruitment	Commence 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.	Week of Jan 27	End March/ Early April

Equipment



Equipment Hub

Role/s	#	Focus	Commence Recruitment	Commence Onboarding
Para Sport Equipment Enhancement Lead	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.	Week of Jan 27	End March/ Early April

Key  Senior Manager  Lead  Specialist / Advisor  Coordinator

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. 	Week of Jan 27	End March/ Early 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. 	Week of Jan 27	End March/ Early 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. 	Week of Jan 27	End March/ Early April
Pathways Specialist (Entry Pathways)	3		Week of March 3	End April

Pathways





Entry Pathways





Performance Pathways

Key

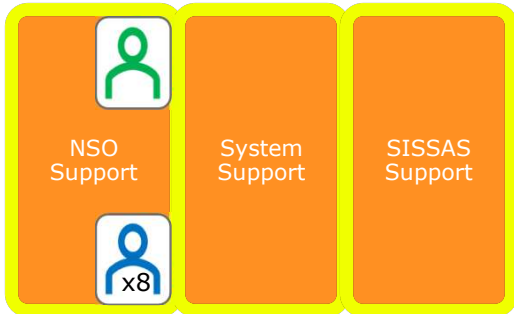

Senior Manager


Lead


Specialist / Advisor


Coordinator

Classification



Role/s	#	Focus	Commence Recruitment	Commence 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. 	Week of Jan 27	End March/ Early 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. 	Week of Jan 27	End March/ Early April
Classification Specialist, NSO	1*	<p><i>NSO Deployed</i></p>	Week of Feb 10	Mid-April
Classification Specialist, Multi-Sport (NSO)	7		Week of Feb 10	Mid-April

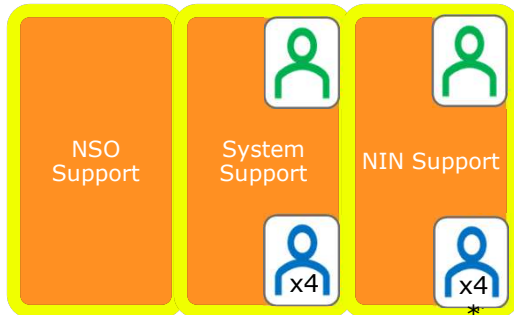
Shared Services Model

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	Commence Recruitment	Commence Onboarding
Classification Lead, System Support	1	Operational leadership of multi-sport classification solutions that complement and enhance NSO classification programs (1-3 below).	Week of Jan 27	End March/ Early 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 	Week of Feb 10	Mid-April
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. Grow allied health networks for Para-athlete support, facilitate classification events and a local Classifier Community of Practice. 	Week of Jan 27	End March/ Early April
NIN Classification & Para Sport Advisor	~ 4*		Week of April 1	Early June



Key	Senior Manager	Lead	Specialist / Advisor	Coordinator
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* # 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 people@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