



**Frequently Asked Question**  
**Paralympics Australia Para Uplift Recruitment**  
**Last Update: 12 Feb 2025**

This Frequently Asked Question (FAQ) document has been created as of questions received as of 12 February 2025. For any additional questions please contact [parauplift@paralympic.org.au](mailto:parauplift@paralympic.org.au) for clarification and addition.

Question	Clarifying statements
<p><b><i>What is the Para Uplift Program?</i></b></p>	<p>In June 2024, the Australian Federal Government announced a record \$54.9 million increase over two years into Para sport to reduce inequality, enable Para athletes to maximise their talents, and set the course for Winning Well at our Best Games Ever in Brisbane 2032.</p> <p>This investment was underpinned by key system-wide projects through the first half of HP2032+, which aimed to identify and address the Barriers to Entry and Progression for Para Athletes.</p> <p>These projects uncovered over 160 additional barriers that hinder Para athletes' entry and progression through the high-performance (HP) system in Australia, with more than 70% of these barriers being systemic or structural. The key themes identified were:</p> <ol style="list-style-type: none"> <li>1. Access to &amp; navigation through high-performance pathways</li> <li>2. Coaching depth, support and development</li> <li>3. Knowledge &amp; literacy of para sport</li> <li>4. Access to domestic &amp; international competition</li> <li>5. Classification</li> <li>6. Para workforce structure &amp; capacity</li> <li>7. Appropriate training environments &amp; equipment</li> </ol> <p>Summary report setting out findings and recommendations can be found <a href="#">here</a>.</p>

<p><b>What does a ‘system-wide’ approach mean?</b></p>	<p>A ‘system-wide’ approach means the investment will be distributed across partner organisations to support key initiatives addressing the barriers as part of the Para System Uplift. These initiatives include:</p> <ul style="list-style-type: none"> <li>• Direct <b>additional investment in National Sporting Organisations (NSO) Para sport programs</b> to strengthen athlete pathways.</li> <li>• Establishment of a <b>Nationalised Classification System</b> to provide a consistent and efficient classification process.</li> <li>• Creation of <b>Multi-Sport Para Units</b> within each <b>State Institute and Academy of Sport (SIS/SAS)</b> to enhance collaboration and expertise.</li> <li>• Launch of "<b>Project Para</b>" to support the growth and <b>development of Para coaches</b> across the country.</li> <li>• Establishment of a <b>National Equipment Hub</b> to improve access to specialised Para sport equipment.</li> </ul>
<p><b>What is PA’s role in the Para Uplift funding and positions?</b></p>	<p><b>Para System Uplift - PA-delivered and PA-supported initiatives</b></p> <p>Paralympics Australia (PA) is working in partnership with the Australian Sports Commission (ASC), National Sporting Organisations and National Sporting Organisations for Disability (NSO/NSODs), and State Institute and Academy of Sports (SIS/SAS) to support the delivery and rollout of the Para System Uplift.</p> <p>Under the oversight of the ASC, PA will <b>lead the establishment and delivery</b> of the <b>Nationalised Classification System</b> and the <b>Equipment Hub</b>.</p> <p>Additionally, PA will <b>support</b> efforts to supercharge Para pathways by:</p> <ul style="list-style-type: none"> <li>• Providing <b>specialised expertise</b> through <b>partnerships with SISSAS Para Units</b> and <b>NSO Para programs</b>.</li> <li>• Expanding support to <b>activate key pathway entry points</b> into Para sport.</li> <li>• Enhancing <b>sector capability</b> and <b>literacy around Para sport</b> to ensure long-term sustainability.</li> </ul> <p>PA is currently undertaking recruitment to expand its workforce to deliver and support the initiatives outlined above.</p> <p>We look forward to working collaboratively as part of the Para System Uplift to drive the long-term growth of Para sport in</p>

	<p>Australia and to support progress toward our shared vision of Winning Well at our Best Games Ever in Brisbane 2032.</p>
<p><b>What levels of position are available?</b></p>	<p>We have a variety of positions being posted across 5 levels of roles</p> <ul style="list-style-type: none"> <li>- <b>General Manager-</b> owns the strategic oversight and delivery of a program, or programs of work. Guides the direction of the team and enables problem solving.</li> <li>- <b>Senior Manager-</b> Operational leader, and tertiary touchpoint to athletes through supporting and enabling team success.</li> <li>- <b>Lead-</b> A people leader with operational oversight. A secondary touchpoint to athletes that enables day to day work and team success.</li> <li>- <b>Specialist-</b> Responsible for the delivery and direct delivery of work that enables overall program success. Roles act as primary touchpoint through NSO and SISSAS teams.</li> <li>- <b>Coordinator-</b> Team coordination including operational and administrative support. Support and enabling others including the team and team leadership.</li> </ul>
<p><b>What positions will be advertised and when will they close?</b></p>	<p>We currently have a variety of positions in the market and will continue to release positions over the next few months for both Para Uplift and ongoing BAU positions.</p> <p>Position information and the application portal can be found Paralympics Australia Careers page <a href="#">linked here.</a></p> <p>Positions currently open closing 12 February 2025</p> <ul style="list-style-type: none"> <li>- Senior Manager Pathways</li> <li>- Performance Pathways Lead</li> <li>- Entry Pathways Lead</li> <li>- Senior Manager-Classification</li> <li>- Classification Lead-NSO Support</li> <li>- Classification Lead- NIN Support</li> <li>- Classification Lead- System Support</li> <li>- Para Sport Literacy Lead</li> <li>- Para Sport Equipment Enhancement Lead</li> </ul> <p>Positions opening the throughout the week of 10 February with closure approximately 2 weeks after posting.</p> <ul style="list-style-type: none"> <li>- Para Powerlifting General Manager- Performance and Pathways</li> <li>- Multi Sport Classification Advisors (shared service role)</li> <li>- Classification Coordinator</li> </ul>

	<ul style="list-style-type: none"> <li>- Classification Specialists</li> </ul> <p>Positions to open in the future</p> <ul style="list-style-type: none"> <li>- Additional powerlifting roles (naming TBC)</li> <li>- Performance Strategy Advisor</li> <li>- Performance Partnership Coordinator</li> <li>- Pathways Specialists</li> <li>- SISSAS Classification and Para Sport Advisory (shared service role)</li> </ul>
<p><b><i>Are there location requirements for applicants?</i></b></p>	<p>The positions will all be a combination of hybrid work from home and in office dependant on operational requirements as determined through your line manager.</p> <p>Paralympics Australia has a footprint across almost all states and territories. Applicants from all over Australia will be considered whether they live within a major city or not, with terms and conditions of location to be negotiated with the successful applicant dependant on the requirements of the role.</p> <p>Some roles may include a geographic component as noted through the job advert, and most roles will require some aspects of travel.</p>
<p><b><i>Are you required to be an Australian citizen or permanent resident to apply for the roles?</i></b></p>	<p>Applicants are required to be able to demonstrate that they are Australian Citizens, permanent residents or have applicable work rights through a visa in Australia.</p>
<p><b><i>Do people need to apply for each job individually?</i></b></p>	<p>Yes, at this time people are required to apply per role. We are considering methods in which applicants can flag their desire to be considered for additional roles and will communicate that in the future if it occurs.</p>
<p><b><i>How long is the term of the roles?</i></b></p>	<p>All roles are until 30 June 2026 unless otherwise noted which is in alignment with the current funding received through ASC.</p> <p>There is the possibility of extension dependant on future funding decisions.</p>
<p><b><i>What is the salary banding for the position?</i></b></p>	<p>Salary banding has been provided below. Placement within the hiring range and any presented offers would be subject to skills and experience of candidates. Agreement would be negotiated between the hiring manager and candidate with successful proponents.</p>

	<ul style="list-style-type: none"> <li>- Senior Managers- \$120,000- \$140,000</li> <li>- Leads \$100,000- \$120,000</li> <li>- Specialists \$80,000-\$100,000</li> </ul>
<b>Would part time or job share be considered for any positions?</b>	<p>Positions have been posted as full-time roles.</p> <p>PA encourages all interested applicants to apply and we will consider reasonable adjustments based on the role requirements.</p>
<b>Does PA have a strategic plan?</b>	<p>Yes. You can access the PA Strategic Plan <a href="#">here</a>.</p> <p>In addition, applicants may want to review the <a href="#">HP 2032 Win Well Strategy</a>.</p>
<b>Is there additional support through the sector specifically for athletes to support career progression?</b>	<p>The Career Practitioner Referral Network (CPRN) enables Australia’s elite athletes with access to a variety of professional career advice and guidance services.</p> <p>The CPRN is a national network of professional career practitioners servicing athletes in all Australian states and territories, including those living regionally and internationally via ‘online’ capability.</p> <p>Career practitioners have worked with high performance athletes and provide up-to-date knowledge about career development and the impact of the changing world of work.</p> <p>The CPRN is accessible to all current or formerly categorised <b>athletes</b>, and current or formerly system employed <b>coaches</b> and <b>High Performance staff</b> that are athlete facing.</p> <p><a href="#">Career Practitioner Referral Network   Australian Institute of Sport</a></p> <p>For any questions related to the Program, please contact <a href="mailto:careerandeducation@ausport.gov.au">careerandeducation@ausport.gov.au</a>.</p>
<b>Who do I contact for more information?</b>	<p>Questions related to the Para Uplift Project can be directed to Jennifer Brown, Project Lead through <a href="mailto:parauplift@paralympic.org.au">parauplift@paralympic.org.au</a>.</p>
<b>Key Acronyms</b>	<p><a href="#">ASC</a>- Australian Sports Commission</p> <p><a href="#">NSO</a>- National Sporting Organisation (PA’s Member Organisations)</p> <p><a href="#">SISSAS/NIN</a>- State Institute of Sport / State Academy of Sport / National Institute Network</p>

	<p><u>Deployed to NSO's</u>- PA employee, assigned to work with/ or assist another organisation. Will operate day-to-day as the employee of another organisation.</p> <p><u>Shared Services Model</u>- 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.</p>
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