



Australian Life Saving Team - Circular

Title:	Australian National Open Coach and National Youth Coach Nomination
Document ID:	Circular 46/24-25
Audience:	SLSA Membership, RLSSA Membership
From:	High Performance and Pathways
Date:	19 December 2024
Subject:	National Open Coach and National Youth Coach - Call for Nominations
Summary:	To appoint the National Open Coach and National Youth Coach for the Australian Life Saving Team and Australian Youth Life Saving Team who is committed to the ongoing pursuit of excellence.

Background

The Australian Life Saving Team and the Australia Youth Life Saving Team is committed to continuous improvement in the pursuit of excellence. This continued drive requires ongoing innovation, education and dedication from many stakeholders. SLSA and RLSSA are now calling for nominations for the National Open Coach and the National Youth Coach.

The successful candidate must be committed to enhancing the broader performance system and holistic performance of the Australian Life Saving Team and Australian Youth Life Saving Team and be dedicated to achieving the campaign goal of retaining the World Championship titles.

Nomination Process

A position description for each role is outlined below. The position description must be read and nomination form submitted by the candidate. Candidates are unable to be considered for selection unless the correct online nomination form is completed by the date below. The nomination form can be accessed using the link below.

[National Open Coach and National Youth Coach Nomination Form Link](#)

To be considered for selection, all nominations must be received through the above link by 5:00pm Thursday 23rd January 2025.



National Open Coach

Position Description

Reports to:	SLSA Pathways Coordinator or RLSSA National Manager – Lifesaving Development (tour dependent)
Consults with:	ALT Selection Panel / Chair of Selectors SLSA Pathways Coordinator or RLSSA National Manager – Lifesaving Development (tour dependent) Athletes Team Management Team Coaches Youth National Coach Sports Science and Sports Medicine (SSSM) Support Team
Direct Reports:	Assistant Coaches
Purpose:	<p>In conjunction with the SLSA Pathways Coordinator, lead the planning and implementation of the ALT Campaign Strategy for not only into the 2026 Life Saving World Championships but through a broader lens of the sustained success of the Australian Life Saving Team.</p> <p>The National Open Coach in collaboration with the SLSA Pathways Coordinator and broader leadership team will work with and support the athletes and home coaches in the holistic preparation for the duration of the 2026 Campaign.</p>

Key Responsibilities

- Lead and implement the technical delivery and campaign strategy for the Australian Open Life Saving Team for the 2026 Life Saving World Championships campaign, along with camps and tours which comprise the full campaign
- Work closely with the SLSA Pathways Coordinator and RLSSA National Manager – Lifesaving Development (as required) to build a meaningful high-performance system which identifies talent, develops talent, nurtures talent, and measures talent for current, emerging and developing athletes and coaches
- Work with athletes and home coaches to achieve sustained success, with a performance goal of winning the World Lifesaving Championships every other year
- Work in partnership with the ALT Open leadership team, service support, athletes, home coaches, SLSA & RLSSA for the benefit of the program
- Contribute to the delivery of nationally aligned Performance Pathways
- Mentor coaches and assist with preparation and delivery of education and training as required within lifesaving sport.



Detailed Responsibilities

- To liaise with the National Selection Panel to assist with input into the team strategy and composition recommendations
- Work in conjunction with the SLSA Pathways Coordinator and RLSSA National Manager – Lifesaving Development (where appropriate) to deliver a holistic long term strategy and plan for sustained success on the International stage
- Prepare the Australian Team/s for competition at the nominated International events / competitions
- Deliver meaningful and high-quality training sessions at camps, at events and during tours with the involvement of the home coach/es. This does not mean that the National Open Coach is required to attend all tours with the Team. Succession planning opportunities may be provided for other team members or endorsed persons
- In conjunction with the SLSA Pathways Coordinator to develop and set performance targets for athletes in youth squads / Team Athlete Individual Performance Plan (IAPP's)
- Monitor 2024-2026 squad athletes against set performance targets (IAPP's)
- Work towards a performance team culture which supports all team members to be the best that they can be whilst supporting the holistic needs of all
- Contribute to a collaborative high performing environment by engaging with all team management, athletes, support staff, home coaches, RLSSA and SLSA staff
- Facilitate culture and values discussions with the team to establish team values for each selected team / tour, encompassing team captain voting
- Travel with the team to and from events as required
- Work with support staff, team management and coaches in the delivery of the team strategy for the ILS World Lifesaving Championships
- Communicate openly, honestly and respectfully with all team members and seek external assistance or escalation as required
- Team orientated and contributes to the creation of a positive team culture and identity
- Provide evidence-based feedback to home coaches as it relates to their athletes.

Team Selection

- Provide supporting performance data to assist with team recommendations as required.

Succession Planning

In conjunction with the SLSA Pathways Coordinator and RLSSA National Manager – Lifesaving Development (tour dependent);

- Develop strategies for succession planning for athletes and coaches
- Identify and monitor the progress of identified athletes in the pipeline



- Identify and develop key tactics to enhance the performances of team members
- Identify and mentor up and coming coaches for future ILS World Lifesaving Championship campaigns
- Deliver educational content to assist in the development of coaches and athletes.

Requirements/ Qualifications/ Experience (Selection Criteria)

- Relevant Recognised Coaching Qualification; current SLSA Coaching Accreditation and RLSSA Coaching Accreditation as required
- Committed to ongoing professional development
- Expertise in ILS and international Lifesaving competition literacy
- Knowledge of the Commonwealth Competition Manual for the Commonwealth Team
- Knowledge of ILS competition manual including, but not limited to event specific circulars, handbooks and updates
- Superior coaching skills across a multitude of lifesaving disciplines
- Campaign planning skills and experience
- Demonstrated experience leading a high performing team whilst having the ability to collaborate and work with a team
- Demonstrated experience working with high performing athletes and home coaches
- Ability to lead and build strong, safe and respectful rapport with athletes, team members and home coaches
- Exceptional interpersonal skills and capable of receiving and providing constructive feedback
- Highly motivated and results driven
- High emotional intelligence and practiced in self-reflection
- Must be team orientated with a strong connection to values and integrity and contributes to the creation of a positive team culture and identity
- Understand and comply with the SLSA and RLSSA policies as they apply to the Australian Life Saving Team
- RLSSA & SLSA, commit to creating and maintaining an environment that ensures all people involved in Lifesaving activities, programs or services, act in the best interests of children, young people, and member and as such will take all reasonable steps to ensure their safety, welfare and wellbeing as a number one priority



National Open Coach Administration Requirements

- Complete all required Team administration/documentation on time and also assist Team Management to ensure athletes complete all requirements on time
- Submit accurate and timely post camp / tour event reports, within one month following the activity to be reported on against measures outlined in the campaign plan
- Contribute to a post event / tour debrief with the ALT as an investment into continuous learning
- Report any breaches of organisational, team codes of conduct and policy during camps / training / competition through the SLSA complaints reporting process or RLSSA (tour dependent).
- Work with the SLSA Pathways Coordinator or RLSSA National Manager – Lifesaving Development (tour dependent) to review post event surveys to enhance learnings and delivery for future tours.
- The successful applicant is required to undergo probity checks which include Reference checks and a Working with Children Check before commencement. Appointment is subject to clearance of all these checks.

All reports, data and plans created for the Australian Life Saving Team remain the intellectual property of the ALT.



National Youth Coach

Position Description

Reports to:	SLSA Pathways Coordinator or RLSSA National Manager – Lifesaving Development (tour dependent)
Consults with (internal):	Selection Panel / Chair of Selectors SLSA Pathways Coordinator or RLSSA National Manager – Lifesaving Development (tour dependent) National Open Coach Team Management Team Coaches Team Members Team Members Parents/Carers Sports Science & Sports Medicine (SSSM) Support Team
Direct Reports:	Youth Team Coaches
Purpose:	<p>In conjunction with the National Open Coach and the SLSA Pathways Coordinator, lead the planning and implementation of the Youth Campaign Strategy for not only the 2026 Life Saving World Championships but through a broader lens of the sustained the success of the Australian Youth Life Saving Team.</p> <p>The National Youth Coach in collaboration with the SLSA Pathways Coordinator and broader leadership team will work with and support the athletes and home coaches in the holistic preparation for the 2026 Lifesaving World Championships.</p>

Key Responsibilities

- Lead and implement the technical delivery and campaign strategy for the Australian Youth Life Saving Team for the 2026 Life Saving World Championships campaign, along with tours which comprise the full campaign
- Work with athletes and home coaches to achieve sustained success, with a performance goal of winning the World Lifesaving Championships every other year
- Work in partnership with the Youth leadership team, service support, athletes, home coaches, parents/carers, RLSSA & SLSA for the benefit of the program
- Contribute to the delivery of nationally aligned Performance Pathways
- Mentor coaches and assist with preparation and delivery of education and training as required within lifesaving sport.



Detailed Responsibilities

- To liaise with the National Selection Panel to assist with input into the team strategy and composition recommendations
- Prepare the Australian Team/s for competition at the nominated International events / competitions
- Deliver meaningful and high-quality training sessions at camps, at events and during tours with the involvement of the home coach/es. This does not mean that the Youth National Coach is required to attend all tours with the Team. Succession planning opportunities may be provided for other team members or endorsed persons
- In conjunction with the SLSA Pathways Coordinator and/or and RLSSA National Manager – Lifesaving Development (where appropriate) develop and set performance targets for athletes in youth squads / Team Individual Athlete Performance Plans (IAPP's)
- Monitor athletes against set performance targets (IAPP's)
- Work towards a performance team culture which supports all team members to be the best that they can be whilst supporting the holistic needs of all.
- Contribute to a collaborative high performing environment by engaging with all team management, athletes, support staff, home coaches, RLSSA and SLSA staff
- Facilitate culture and values discussions with the team to establish team values for each selected team / tour, encompassing team captain voting
- Travel with the team to and from events as required
- Communicate openly, honestly and respectfully with all team members and seek external assistance or escalation as required
- Provide evidence-based feedback to home coaches as it relates to their athletes.

Team Selection

- Provide supporting performance data to assist with team recommendations as required.

Succession Planning

In conjunction with the SLSA Pathways Coordinator and RLSSA National Manager – Lifesaving Development;

- Develop strategies for succession planning for athletes and coaches
- Identify and monitor the progress of identified athletes in the pipeline
- Identify and develop key tactics to enhance the performances of members
- Identify and mentor up and coming coaches for future ILS World Lifesaving Championship campaigns



- Deliver educational content to assist in the development of coaches and athletes.

Requirements/ Qualifications/ Experience (Selection Criteria)

- Relevant Recognised Coaching Qualification; current SLSA Coaching Accreditation and RLSSA Coaching Accreditation as required
- Committed to ongoing professional development
- Expertise in ILS and international Lifesaving competition literacy
- Knowledge of ILS competition manual including but not limited to event specific circulars, handbooks and updates
- Knowledge of Commonwealth manual including but not limited to event specific circulars, handbooks and updates
- Superior coaching skills across a multitude of lifesaving disciplines
- Campaign planning skills and experience
- Demonstrated experience leading a high performing team whilst having the ability to collaborate and work with a team
- Demonstrated experience working with high performing athletes and home coaches
- Ability to lead and build strong, safe and respectful rapport with athletes, team members and home coaches
- Exceptional interpersonal skills and capable of receiving and providing constructive feedback
- Highly motivated and results driven
- High emotional intelligence and practiced in self-reflection
- Must be team orientated with a strong connection to values and integrity and contributes to the creation of a positive team culture and identity
- Understand and comply with the SLSA and RLSSA policies as they apply to the Australian Youth Life Saving Team
- RLSSA & SLSA, commit to creating and maintaining an environment that ensures all people involved in Lifesaving activities, programs or services, act in the best interests of children, young people, and member and as such will take all reasonable steps to ensure their safety, welfare and wellbeing as a number one priority



National Youth Coach Administration Requirements

- Complete all required Team administration/documentation on time and also assist Team Management to ensure athletes complete all requirements on time
- Submit accurate and timely post camp / tour event reports, within one month following the activity to be reported on against measures outlined in the campaign plan
- Contribute to a post event / tour debrief with the Youth Team as an investment into continuous learning
- Report any breaches of organisational, team codes of conduct and policy during camps / training / competition through the SLSA complaints reporting process or RLSSA (tour dependent).
- Work with the SLSA Pathways Coordinator to review post event surveys to enhance learnings and delivery for future tours or RLSSA National Manager – Lifesaving Development (tour dependent)
- The successful applicant is required to undergo probity checks which include Reference checks and a Working with Children Check before commencement. Appointment is subject to clearance of all these checks.

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