

Commonwealth National Coach

Position Description



Reports to:	RLSSA National Manager – Lifesaving Development
Consults with:	ALT Selection Panel / Chair of Selectors RLSSA National Manager – Lifesaving Development Athletes Team Management Team Coaches Sports Science and Sports Medicine (SSSM) Support Team
Direct Reports:	Commonwealth Development Coach
Purpose:	<p>In conjunction with the RLSSA National Manager – Lifesaving Development, lead the planning and implementation of the Commonwealth Lifesaving Championship but through a broader lens of the sustained success of the Australian Life Saving Team.</p> <p>The Commonwealth National Coach in collaboration with the RLSSA National Manager – Lifesaving Development and broader leadership team will work with and support the athletes and home coaches in the holistic preparation for the Championship.</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 Championships every other year
- Work in partnership with the ALT National Open Coach, Team leadership, 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.
- In conjunction with the SLSA Pathways Coordinator and RLSSA National Manager – Lifesaving Development (as required) to develop and set performance targets for athletes via a Team Athlete Individual Performance Plan (IAPP's)
- Monitor Commonwealth 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 Commonwealth Championships and more broadly the ILS World Lifesaving Championships, (where appropriate)
- 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 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 team members
- Identify and mentor up and coming coaches for future Commonwealth Lifesaving Championship tours
- Deliver educational content to assist in the development of coaches and athletes

Requirements/ Qualifications/ Experience (Selection Criteria)

- Relevant Recognised Coaching Qualification; current RLSSA Coaching Accreditation (Level 3) or equivalent
- 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 in the lifesaving pool discipline
- Championship 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, home coaches and RLSSA and SLSA staff
- 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 Championship 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 RLSSA complaints reporting process
- Work with the 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.