Role Statement

Head Coach, Endurance Cycling

Classification Level:	OPS5	Agency:	Office for Recreation, Sport and Racing
Position Number:	P16237	Division:	South Australian Sports Institute
Direct Reports:	0	Business Unit:	High Performance Sport
ANZSCO Code:	4523	Reports to:	Senior Manager, High Performance
Date Updated:	Nov 2026	Location:	Mile End

Organisation Overview

The Office for Recreation, Sport and Racing (ORSR) is the lead South Australian Government agency for sport, active recreation and racing. ORSR supports sport and recreation organisations, local government, and the community by providing leadership and support through the development and delivery of funding, policy, programs, infrastructure planning and management, and high-performance pathways.

Division

The **South Australian Sports Institute (SASI)** is the High Performance Sports hub in South Australia. Its purpose is empowering people to achieve their sporting dreams and inspiring South Australians. SASI does this by:

- Providing the highest quality daily training environment, including embracing leading-edge technologies to optimise the performance of its people, programs, projects and partners.
- Optimsing national representation and medal success on the world stage for South Australian-based athletes and teams.
- Pursuing excellence in practice, services and culture.
- Developing sustainable talent pathways for athletes and coaches.
- Enhancing the community's engagement with SASI.

Role Overview

The Head Coach, Endurance Cycling is responsible for leading the planning, delivery and day-to-day coaching of SASI's endurance cycling program, ensuring athletes are developed within a world-class daily training environment and are optimally prepared for success at national and international competition.

As one of SASI's three cycling discipline coaches, the Head Coach, Endurance Cycling plays a key leadership role in the development and success of the overall SASI cycling program.

The position combines hands-on coaching delivery with leadership responsibly of the endurance cycling discipline, contributing to program planning, talent development, coach mentoring, stakeholder engagement and the continuous improvement of South Australia's cycling performance pathway.

Working closely with athletes, coaches, the SASI Performance Support team, AusCycling and key stakeholders, the Head Coach, Endurance Cycling will ensure training environments, performance programs and athlete development systems reflect contemporary high-performance practice and support progression through the national pathway.

Key Outcomes of the Role

- Lead the planning, delivery and performance of SASI's endurance cycling program within a world-class daily training environment.
- Develop and implement individual athlete performance plans ensuring that athletes achieve continual progression and perform successfully at national and international levels.
- Provide leadership and mentoring to coaches within the South Australian cycling pathway.
- Lead SASI's bike fitting and aerodynamic performance program in collaboration with the Australian Centre for Sports Aerodynamics with a focus on measurable performance improvements.
- Lead and contribute to talent identification and athlete recruitment activities across South Australia's cycling pathway, working collaboratively with the other SASI cycling discipline coaches and the AusCycling Pathway Talent Coach to identify, attract and develop future SASI athletes.
- Ensure that program resources (including facilities, equipment, budgets and operational requirements) are managed effectively and aligned to performance objectives.
- Build and maintain effective relationships with AusCycling and other key stakeholders.
- Contribute to the leadership and strategic direction of SASI's cycling program.
- Ensure that athletes demonstrate sustained progression through the national AusCycling athlete categorisation system, resulting in increased representation within AusCycling high performance programs, national teams and international competition environments.
- As a member of a multi-disciplinary team, work closely with the SASI Performance Support team, Physical Preparation Unit and other service providers to ensure a coordinated approach to athlete development.
- Lead and maintain a high-performance culture within the SASI cycling program which supports collaboration and contributes to the achievement of SASI's strategic objectives.

Special Conditions and Essential Requirements

- This role has been classified as a position of trust, and a ‘prescribed position’ under the *Child Safety (Prohibited Persons) Act 2016*. The incumbent is subject to a satisfactory Department of Human Services Working With Children Check (WWCC) in line with departmental criminal history screening policies and procedures.

- Work outside normal office hours is required.
- Interstate and international travel is required.

Qualifications / Licences

Essential

- Nationally or internationally recognised cycling coaching accreditation or certification.
- Minimum of 5 years' experience coaching cycling athletes within a national and/or international level high-performance environment.
- Current driver's licence.
- Senior First Aid certificate (of willingness to complete).

Desirable

- Tertiary qualification in coaching, sport science, exercise science, physical education or a related discipline.
- Completion of a recognised high-performance coaching program (e.g. AusCycling, AIS or equivalent).
- Experience in athlete performance optimisation, including bike fitting, performance analysis and/or positional aerodynamics.

Person Capabilities

- Demonstrated ability to coach endurance cyclists in a high performance environment and deliver athlete performance outcomes.
- Proven ability to develop athletes through all stages of the high performance pathway.
- Ability to lead and coordinate multidisciplinary performance support teams, integrating coaching and performance support services to optimise athlete development and performance outcomes.
- Ability to work effectively as part of a leadership team, sharing responsibility, building alignment and contributing to collective decision-making to achieve program-wide outcomes.
- Ability to positively influence athletes, coaches, performance support personnel and stakeholders, fostering a high-performance culture and commitment to shared objectives.
- Ability to build and maintain effective relationships with athletes, coaches, athlete support network persons, performance support personnel and partner organisations.
- Demonstrated ability to work respectfully and effectively with Aboriginal and Torres Strait Islander people, with an understanding of Aboriginal cultural values and social issues and a commitment to ensuring programs and services are accessible and responsive to community needs.
- Demonstrates a commitment to communicating and facilitating cultural change by influencing staff and athletes to actively engage and exhibit behaviours reflecting the SASI values including:

- **DRIVE** – We're bold and courageous, empowering athletes to push harder, go further and be relentless in pursuit of their dreams. Ability means nothing without determination, focus and commitment.
- **TEAM** – Connected by a mutual love of sport, we build trusting, caring relationships that help bring our shared dreams to life. With this holistic approach we cultivate a sense of belonging, enabling us to achieve extraordinary things in sport and life.
- **EXCELLENCE** – Our professional and dedicated team are as committed to your success as you are. With innovative training methods and world class facilities, we have established a proven breeding ground for greatness – a place where sports champions are made.
- **PRIDE** – We love what we do and we do it with passion. That passion and energy is contagious as we try new things, always learning and growing. Together we experience the profound pride and enjoyment that comes with our athletes succeeding on the world stage.

- Demonstrated ability to provide succinct written and verbal communications based on sound analytical research and contemporary discipline knowledge; and plan and set priorities that support the delivery of time critical projects and deadlines.
- Actively seeks, reflects and acts on feedback on own performance.

Corporate Responsibilities

Exhibits behaviours and demonstrates commitment and accountability to:

- Keeping accurate and complete records of business activities in accordance with the State Records Act 1997.
- Maintaining a commitment to the Public Sector Act 2009, Ethical Conduct and the legislative requirements of the Public Sector Act 2009 and Work Health and Safety Act 2012.
- Supporting and advocating Equal Employment Opportunity (EEO) and diversity in the workplace in accordance with EEO legislation. In particular, maintaining a commitment to promote an inclusive workplace in support of Aboriginal and Torres Strait Islander people and other under represented groups.

Delegate Approval

Name Signature

Date: / /

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