



Job Title:	Senior Consultant – Sport Strategy	Job Number:	1698
Division:	Australian Institute of Sport	Location:	Canberra
Branch:	Sport Strategy and Investment	Grade:	7
Reports to:	Deputy Director – Sports Strategy & Investment		
Date of Effect:	November 2018		

Environment	<p>Sport Australia plays a central leadership role in the development and operations of the Australian sport sector and acts as the leading sports agency in Australia, building collaboration, alignment and effectiveness within the Australian sport sector.</p> <p>The AIS Division is responsible for leading and enabling a united system that supports Australian athletes to achieve podium success.</p> <p>The Sport Strategy and Investment Branch will work collaboratively with sports to understand and challenge their HP strategy and enable informed future investment and resources allocation decisions.</p>
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Primary Job Purpose	Collaborate with sports, high performance system colleagues and key stakeholders, to develop evidenced-based and future focussed sport-specific Performance Strategies, which maximise the contribution to Australia's high performance system goals and KPIs.
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Job Responsibilities	<ol style="list-style-type: none">1. Provide high level strategic leadership, insights, advice and direction to sports in the development of their sport specific performance strategies seeking investment for funding in the achievement of team and business outcomes. This includes:<ul style="list-style-type: none">• Work in a consulting capacity with prioritised National Sporting Organisation (NSOs), to develop and build clear evidence-based and future-focussed sport specific performance strategies;• Form and lead project teams, with both internal and external staff and consultants, to set, test and investigate business hypotheses;• In consultation with key stakeholders and internal and external experts, identify data collection and analysis needs, to support evidence-based decisions;• Ensure data outputs are synthesized into coherent and well-articulated sport performance strategic plans and dashboards to provide strategic data and KPIs to inform the performance strategies and on-going monitoring;• Utilise the insights identify capabilities, strengths and weaknesses with clear work plans to inform strategy development;• Liaise with other AIS experts (as required) in the development of the strategies, particularly applied technology and innovation, elite performance pathways and people development;2. Initiate, develop and implement sustainable reporting and monitoring mechanisms to inform investment decisions.
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	<ol style="list-style-type: none"> 3. Manage the development and implementation of frameworks, policies, guidelines and other resources that support the development and delivery of sport specific strategies and business outcomes. 4. Actively promote and role model the Sport Australia values of Excellence, Integrity, Respect and Teamwork, and contribute to positive organisational change, effective communication, and continuous improvement at the AIS. 5. Work collaboratively as part of a high performing team/organisation, establishing and maintaining effective partnerships with key internal and/or external stakeholders to identify, lead and deliver high quality business outcomes. 6. Provide oversight of the provision of quality advice and reporting on relevant issues to the Minister, Sport Australia Board and senior management.
People Management	No direct people line management responsibility, however the position will be required to lead project teams and mentor and develop other AIS team members and partners in the High Performance system to increase strategic management capability.
Budget Management	Yes, full cost centre accountability.

JOB HOLDER CAPABILITIES

Qualifications and Experience	<p>Essential:</p> <ul style="list-style-type: none"> • Degree or higher qualification/s and demonstrated senior level experience in business strategy, probably via high level consulting. • Demonstrated expertise in positively influencing clients to work collaboratively in the development of strategic plans. • Experience in successfully managing a diverse project team of internal and external consultants, including demonstrated success in achieving team and project objectives and cohesion in line with a strategic direction. • Demonstrated ability to provide timely, compelling and concise advice to executive members and senior management to inform and support decision making particularly in relation to strategic investment. • Demonstrated high level experience in managing financial resources, risk management and business planning. • Experience of using strategy development or other innovative techniques to influence and deliver cultural change. <p>Desirable:</p> <ul style="list-style-type: none"> • Affinity for and/or deep knowledge of high performance sport would be a clear advantage.
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Key Behaviours

Formulating Strategies & Concepts: Works strategically to realise organisational goals; Sets and develops strategies; Identifies and develops positive and compelling visions of the organisation's future potential; Takes account of a wide range of issues across, and related to, the organisation.

Relating & Networking: Establishes good relationships with customers and staff; Builds wide and effective networks of contacts inside and outside the organisation; Relates well to people at all levels; Manages conflict; Uses humour appropriately to enhance relationships with others.

Writing & Reporting: Writes clearly, succinctly and correctly; Writes convincingly in an engaging and expressive manner; Avoids the unnecessary use of jargon or complicated language; Writes in a well-structured and logical way; Structures information to meet the needs and understanding of the intended audience.

Persuading & Influencing: Makes a strong personal impression on others; Gains clear agreement and commitment from others by persuading, convincing and negotiating; Promotes ideas on behalf of self or others; Makes effective use of political processes to influence and persuade others.

Presenting & Communicating Information: Speaks clearly and fluently; Expresses opinions, information and key points of an argument clearly; Makes presentations and undertakes public speaking with skill and confidence; Responds quickly to the needs of an audience and to their reactions and feedback; Projects credibility.

Analysing: Analyses numerical data, verbal data and all other sources of information; Breaks information into component parts, patterns and relationships; Probes for further information or greater understanding of a problem; Makes rational judgements from the available information and analysis; Produces workable solutions to a range of problems; Demonstrates an understanding of how one issue may be a part of a much larger system.

Note:

- This position is required to travel domestically.
- This position requires/may require weekend work, or outside ordinary work hours.