



Job Title:	Manager Sport Insights and Predictive Analytics	Job Number:	1702
Division:	Australian Institute of Sport	Location:	Canberra
Branch:	Sport Strategy and Investment	Grade:	7
Reports to:	Deputy Director, Sport Strategy & Investment		
Date of Effect:	September 2019		

Environment	<p>The AIS is responsible for leading and enabling a united high-performance system that supports Australian athletes to achieve podium success.</p> <p>The Sport Strategy and Investment Team will work collaboratively with sports to understand and challenge their HP strategy and enable informed future investment and resource allocation decisions.</p>
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Primary Job Purpose	<p>Lead and manage the development of evidenced-based, customised models, frameworks and systems to provide performance insights and sophisticated data to enable the prediction of future performance. Support, through the provision of data, internal colleagues to make balanced investment decisions to achieve sustainable improvements in high performance outcomes. This role will also work collaboratively with sports to provide high quality data, analytics and insights, to optimise medal winning performance outcomes.</p>
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Job Responsibilities	<ol style="list-style-type: none">1. Lead the design and development of:<ul style="list-style-type: none">• Undertake high quality analysis of sport and HP system data, related to current and future performance and investment, to inform future AIS investment decisions.• Develop and manage effective systems for collecting and analysing high performance intelligence, including athlete tracking, profiling and categorisation.• Provide quality research and analytics to inform discussions with NSOs to jointly develop and challenge performance strategies and associated budget/financial spend and to achieve KPIs and investment targets.• A sport-customised approach (including frameworks and resources) necessary to build a sustainable HP investment strategy, meet the needs of the HP system and align with strategy and KPIs of all system partners.• Establish and maintain effective collaborative partnerships with key internal and external stakeholders to ensure they have the information necessary to drive medal winning success and inform investment decisions.2. Actively promote and role model AIS values of Excellence, Integrity, Respect and Teamwork, and contribute to positive organisational change, effective communication, and continuous improvement.3. 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.4. Assist in the delivery of quality advice and reporting on relevant issues to senior management.
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People Management	One direct report – Data Engineer. Coaching and mentoring to other staff as required.
Budget Management	Yes – full cost centre accountability.

JOB HOLDER CAPABILITIES

Qualifications and Experience	<p>Essential:</p> <ul style="list-style-type: none"> • A degree or higher qualification in a relevant discipline such as sports analytics, performance analysis, predictive analysis or applied statistics. • Experienced professional skill level in Excel, SQL, Python, Tableau as well as familiarity working with big data environments. • Extensive experience in developing and maintaining analytical models and databases. • Demonstrated capacity to provide timely, compelling and concise advice to inform management decision making • Demonstrated experience in completing and managing multiple projects. • Extensive knowledge and experience in applying tools and software to manage and validate data as well as conduct complex data analyses. • Experience working with complex data sets to produce insightful and performance driven feedback within sport <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

- **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.
- **Planning & Organising:** Sets clearly defined objectives; Plans activities and projects well in advance and takes account of possible changing circumstances; Manages time effectively; Identifies and organises resources needed to accomplish tasks; Monitors performance against deadlines and milestones.
- **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.
- **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.
- **Creating & Innovating:** Produces new ideas, approaches or insights; Creates innovative products or designs; Produces a range of solutions to problems; Seeks opportunities for organisational improvement; Devises effective change initiatives.

Note:

- This position is required to travel domestically.
- This position maybe required to work outside ordinary work hours.