

POSITION DESCRIPTION – AWE LEAD – ROWING AUSTRALIA

Position Details	Position Title	Athlete Wellbeing and Engagement (AW&E) Lead
	Date prepared	December 2025
	Location	Canberra
	Department	High Performance
	Reporting to	General Manager High Performance
	Direct Reports	Athlete Wellbeing and Engagement Manager

Position Profile	Position Purpose	<p>Creating international, Olympic and Paralympic performances on the water, winning well and developing rowers off the water is Rowing Australia's high performance program's strategy and ambition.</p> <p>The AW&E Lead plays a critical role in delivering on this strategy. Supporting athletes as they navigate the high-performance environment, empowering them to find balance between wellbeing, personal and professional development and the training and competition requirements of international rowing. RA is committed to holistic development and the AW&E Lead plays a critical role in enabling this, through effective teamwork and collaboration with coaches, support staff and athletes. The role also plays a strategic role in the development and implementation of the RA Wellbeing Strategy that aligns and integrates wellbeing goals within the RA High Performance Strategy.</p> <p>RA is committed to the AIS Win Well pledge, the AW&E Lead will promote the pledge and the values of RA thereby enhancing performance through holistic athlete development, positive athlete experience and accountability.</p>
	Key Responsibilities	<p>Strategic Leadership & Program Development</p> <ul style="list-style-type: none"> • Lead and implement RA's Wellbeing Strategy, ensuring alignment with the High-Performance Strategy to enhance both performance and athlete experience. • Develop and oversee a comprehensive education framework for National Training Centre (NTC), ART Para-Rowing, and ART Coastal athletes. • Foster collaboration with the National Institute Network (NIN) to create seamless pathways and holistic support structures for athletes. • Manage, support and collaborate with the AW&E Manager.

		<p>Athlete Support & Development</p> <ul style="list-style-type: none"> • Encourage and support athletes in a dual career alongside their sport with, but not limited to, study, work and/or community engagement • Provide contemporary performance support in AW&E as part of an integrated performance support and coaching team to positively impact on athletes' development and performance. • Provide tailored, proactive support to athletes during high-risk periods (injury, non-selection, post-benchmark events, major transitions, significant life events). • Create and monitor individual wellbeing and engagement plans through regular reviews with athletes, coaches and support staff, that balance performance goals with career, education, and personal development, aligning with RA's expectation for active transition preparation beyond sport. • Lead 'engagement and wellbeing' component of NTC athlete meetings to explore personal development, or community engagement opportunities and celebrate wellbeing and engagement achievements. • Lead the IAPP process (Individual Athlete Performance Plans) with Head Coaches and/or Senior Coaches along with other Performance Support staff as required. <p>Performance Integration & Stakeholder Engagement</p> <ul style="list-style-type: none"> • Work as an integral part of the performance team, collaborating closely with coaches, support staff, and leadership to embed athlete wellbeing and engagement into the high-performance environment. • Maintain open, constructive communication with coaches, ensuring a shared understanding of athlete wellbeing and engagement priorities. • Develop strong external partnerships with community organisations to provide meaningful engagement and career development opportunities for athletes. • Facilitate athlete transitions out of rowing, building an alumni network to support mentorship and career pathways. <p>Management & Continuous Improvement</p> <ul style="list-style-type: none"> • Stay informed of and connect athletes to AIS/NIN programs, referral services and resources. • Strengthen community partnerships to drive athlete growth, purpose and opportunity to inspire. • Stay informed on industry best practices and leverage data to drive continuous improvement in athlete wellbeing initiatives. • Ensure robust record-keeping and reporting through the Athlete Management System (AMS)
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Skills and Attributes	Qualifications and Experience	<ul style="list-style-type: none"> • Tertiary qualifications and/or industry certification in a relevant field (e.g., psychology, social work, education, counselling). • Proven experience in: <ul style="list-style-type: none"> ○ Developing and implementing long-term strategies or learning frameworks. ○ Case management and athlete support, including triage and referral processes. ○ Guiding athletes through transitions, career development, and personal growth pathways. ○ Working in multi-disciplinary high-performance environments to integrate wellbeing and performance. ○ Building and leveraging stakeholder relationships to enhance athlete opportunities.
	Capabilities	<p>Relating and Networking – demonstrated ability to able to gain commitment, build trust and partnerships effectively and quickly; builds wide and effective networks of contacts inside and outside RA.</p> <p>Working with People - relates well to people at all levels; manages conflict; listens, consults others and communicates proactively; supports and cares for others; develops and openly communicates; self-reflects for growth.</p> <p>Leadership – demonstrated ability to transform a vision into a shared purpose through personal commitment as well as engaging, developing, coaching, motivating and guiding a team to achieve successful outcomes; provides others with a clear direction; sets exemplary standards of behaviour.</p> <p>Business –strong understanding of sport industry acumen.</p> <p>Planning and organising – capability to set clearly defined objectives and plans activities and projects well in advance; identifies gaps, interprets information and organises resources needed to accomplish tasks; monitors and evaluates performance against deadlines and milestones.</p> <p>Learning and Researching – systematically evaluates opportunities and tenaciously works to meet and exceed goals while maximizing learning experiences; gathers comprehensive information to support decision making; encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback); manages knowledge (collects, catalogues, and disseminates knowledge beneficial to the organisation).</p>

Additional Requirements and information:

- Given the nature of the role, some after hours or weekend work will be part of the role.
- This position requires a clearance/s to work with children which is an essential component of this role and therefore to continuing employment. **PLEASE NOTE:** It is your responsibility to obtain the appropriate licence.
- This role may involve domestic and international travel.
- The successful candidate for this role will be subject to a National Police Criminal History Check prior to appointment.