



POSITION TITLE Chief Medical Officer

OUR VISION AND VALUES

Swimming Australia (SA) is the peak governing body for swimming, from community participation through to elite level. Swimming Australia's High Performance vision is to win when it matters to inspire a nation.

To achieve this vision, our aim is to cultivate a high performance culture across our business and engage a team who are not only excited about our ambitions, but aligned to our Values of **Courage, Unity** and **Excellence**. We strive to have an operational and support team that is highly engaged, serious about leadership, and working through a lens of continuous improvement.

POSITION OBJECTIVE

To provide high quality leadership to ensure effective and efficient world class development, implementation, monitoring and delivery of performance support services within the daily training and campaign environments.

REPORTING STRUCTURE

This position reports directly to the General Manager of Performance Support (GMPS) and indirectly to the Manager of Performance Health (MPH). This position has the following direct reports: Campaign Lead Doctors.

KEY STAKEHOLDER RELATIONSHIPS

- **Key Internal Stakeholder Relationships**
 - High Performance Director (HPD)
 - GM Paralympic (Para)
 - GM Performance Pathways
- **Key External Stakeholder Relationships**
 - National Institute Network (NIN) PS and Hub doctors
 - World Aquatics

PRINCIPAL DUTIES

- Act as the Swimming Australia Chief Medical Officer, providing leadership, support and direction to Swimming Australia athletes, coaches and network providers on medical related matters as required
- Provide high level governance on medical and health policies and procedures in relation to the performance health clinical management of Swimming Australia swimmers (Olympic, Para, Pathways).
- Provide direction and aid in development of ongoing anti-doping policies and procedures as required through SIA
- Working with the Paralympic Performance Support campaign lead ensure Paralympic medical support, processes and procedures are at an appropriate level to ensure performance and minimise acute health risk.
- Be a contributor to the Shoulder health expert working group

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- Develop and drive world class illness infection control and return to training management processes with the SA Campaigns staff and Hub medical providers
- Develop and drive world class injury management and rehabilitation for return to training process with the SA Campaigns staff and Hub medical providers
- Provide up to date evidence based recommendations on preventative programs such as current vaccinations and effective screening and periodic health evaluations
- Work with the GM PS and MPH to ensure the deliver of AIS and SA health programs to ensure SA swimmers have world class medical care
- Provide high level advice and guidance to GM PS, MPH, HPD around anti-doping cases as required

KEY SKILLS & EXPERIENCE

Qualifications & Workplace Checks

- Fellow of Australasian College of Sports and Exercise Physicians (ACSEP).
- Satisfactory working with children check.
- Sports Integrity Australia (SIA) Anti Doping Fundamentals and Annual Update
- SIA Medical Practitioners Course.
- SIA Competition Manipulation and Sports Betting course.
- SIA Child Protection and Safeguarding Course.
- Satisfactory police/criminal record check.

Experience/Skill Level Required

- A minimum of 5 years previous experience within a Performance Support position with a leading sporting organisation, or equivalent.
- Demonstrated capacity to provide timely, compelling, accurate and concise advice to support decision- making for internal and external stakeholders.
- Experience in working with elite athletes and coaches.
- Demonstrated ability to lead and influence high performance individuals to achieve elite outcomes and deliver superior levels of service, across multiple teams, in an unpredictable and challenging environment.
- Experience with managing and interpreting qualitative and quantitative data and reporting of information that provides value and insight to check and challenge current thinking and wisdom.
- Demonstrated high level understanding of the standards and demands on athletes
- Solid understanding of the Australian and International sports system including the process to identify and implement Best Practice as it relates to high performance sport.

Aptitude & Interpersonal Skills

- The ability to lead and manage change through influence rather than authority.
- Demonstrated commitment, drive and initiative, with the ability to work independently and inter- dependently as a productive leader and facilitator.
- Exceptional analytical, planning, strategic thinking, organisational, problem solving skills, judgement and decision-making skills and the ability to use these skills effectively under pressure.
- Strong communication (both verbal and written), negotiation and interpersonal skills.
- Operates with integrity and maintains confidentiality when dealing with sensitive information.
- Awareness of and ability to work in accordance with the Swimming Australia's policies and procedures.
- Proactive and self-motivated.
- Demonstrated ability to cooperate and work well with others in a cross-functional environment to pursue team goals, share information, support others, show consideration and respect for alternate ideas and solutions.

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Key Performance Indicators

- a) Suitable high-level oversight on Olympic, Paralympic and Pathway campaign sports medicine procedures and policies.
- b) Successful development of ongoing medical related policies and best practice guidelines for use in Swimming Australia Campaigns and Hub programs
- c) Ongoing engagement with SIA associated TUE and anti-doping related policy amendments and strategic direction around education requirements.