

Basketball Australia Role Description

High Performance Manager – Wheelchair Basketball

Who are we

As the national governing body, Basketball Australia (BA), in conjunction with our State & Territory member associations, is at the forefront of promoting, fostering, and developing the sport of basketball across the country. BA is responsible for safeguarding the sport in Australia.

With a proud, rich history and a commitment to excellence, we are dedicated to growing the game. This mission of Australian Basketball is to be “Everybody’s Game” and BA will lead, connect and enhance the experience of the Australian basketball community.

BA proudly manages Australian national teams (Boomers & Opals, Rollers & Gliders, men’s and women’s Gangurru 3x3 and junior national teams), athlete pathways, the Centre of Excellence facility, national championship events, major international events and leads community programs for the good of the whole sport.

We are excited to be launching the new Basketball Australia Strategic Plan (2025-2028), the Whole of Sport Basketball 2040 Vision and refreshed BA Values. These critical foundations, along with our Innovate Reconciliation Action Plan (RAP) (2024-2026), and BA’s Women & Girls Strategy will set our direction and represent how we will bring our mission to life.

Our Values

BASKETBALL AUSTRALIA'S VALUES











Belonging	Safety	Leadership	Excellence	Teamwork
<p>Our people feel a sense of belonging, inspired by each other and a greater purpose</p> <ul style="list-style-type: none"> Being your authentic self Inclusive of all perspectives and people Aligned to the organisation's goals Creating equal opportunities for all Working as a team, for a team 	<p>Our place is a safe place, for all people, of all abilities, and all backgrounds</p> <ul style="list-style-type: none"> Respecting others Mitigating safety risks Trust in your peers and leaders Setting healthy boundaries Prioritising each other's wellbeing 	<p>Our organisation leads with pride and influences positive change</p> <ul style="list-style-type: none"> Empowering and developing others Challenging with care Being transparent and accountable Have a growth mindset Professionally represent the sport 	<p>Our work is innovative and high quality, always thriving for excellence</p> <ul style="list-style-type: none"> Creative thinking and problem solving World Class standards Working collaboratively internally and externally Evidence Based programs and decisions 	<p>Our work is delivered by a high functioning team working toward a common goal</p> <ul style="list-style-type: none"> Cross-department collaboration Active interest in others work Gaining diverse opinions Challenging each other with care

Child Safeguarding

Basketball has a zero-tolerance policy to child abuse and neglect in any form. All Children have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children have the right to take part in sport in a safe, positive, and enjoyable environment. Basketball Australia aims to create and maintain an inclusive, child-safe environment that is understood, endorsed, implemented, and adhered to by everyone involved in basketball.

High Performance Manager – Wheelchair Basketball

Role Context & Purpose

The **High-Performance Manager – Wheelchair Basketball** will lead the established and world-renowned High Performance Wheelchair basketball program's will contribute significantly to the ongoing success for our National teams (Rollers, Gliders, Spinners & Devils and the Wheelchair 3x3) at benchmark events. The Manager, guided by the BA Values, will role model values based, inclusive leadership where teams 'Win Well' on the international stage, where all stakeholders feel respected and supported to be their best, individually and as a team.

This role is a trusted colleague and leader, respected by athletes and coaches and is the 'glue' in bringing together all stakeholders to achieve a common vision. The role will lead operationally and work hand in hand with the National Institute Network who supports and leads the daily performance environment for categorised athletes in a decentralised training model.

The position makes a significant contribution to BA's High-Performance (HP) program, supporting the HP Strategy, colleagues and mentoring others. It also contributes to the achievement of Basketball Australia's performance targets and strategic goals.

Overarching responsibilities

Wheelchair Program & Leadership

- In conjunction with Head Coaches and EGM, lead the operational planning of campaigns for national wheelchair teams over the four-year cycle of national and major international competition including World Championships and Paralympic Games.
- Plan, administer and coordinate logistics, communication, stakeholder management across domestic and international campaigns including training camps, tours, and major international competitions.
- Coordinate travel, accommodation, facility bookings, equipment, and uniforms in collaboration with internal teams and external partners.
- Act as 'Head of Delegation' as required and represent generally at Benchmark events.
- Work closely with the National Institute Network that leads and provides the Daily Performance Environment for categorised athletes that fosters a professional, safe and effective environment.
- Coordinate and communicate national team selection with athletes (noting the Coach and EGM have final selection approval)
- Support the High-Performance program more broadly using experience and professionalism to guide and contribute to overall improvements in campaigns.
- Work closely with Athlete Wellbeing managers to support an integrated and systematic approach to wellbeing across the entire program including liaison, advocacy, communication and
- Support the Classification Program and process of wheelchair athletes and work closely with Paralympics Australia to supervise the seconded resource.
- Manage and plan the workforce requirements for Wheelchair staff (to be approved by the EGM) and service contractors for Wheelchair and Programs, including performance management and reviews as required in conjunction.
- Contract/Agreement negotiation and preparation for coaching and support staff.
- With the EGM and P&C, coordinate the process of selection of coaches in accordance with the BA Recruitment & Selection Guidelines, to be approved by the EGM High Performance.
- Represent Basketball Australia and the Wheelchair program with confidence, positivity and pride under all circumstances.

- Deliver and execute activities in the Wheelchair program that supports High Performance and BA strategy.
- Contribute to the broader High-Performance Program and strategy.

Pathway and Stakeholder Management

- Coordinate and be the primary liaison with the National Institute Network who provide the Daily Performance Environment including working closely to monitor athlete progress.
- Work in sync with Pathway stakeholders to ensure the future state of wheelchair is prioritised
- Support the process of athlete categorisation and depth chart monitoring with Head Coaches.
- Coordinate AIS dAis funding allocations across senior athletes.
- Act as the primary liaison between BA coaching staff, athletes, high performance support personnel, and external stakeholders (e.g., Paralympics' Australia).
- Support head coaches in aligning logistical support to technical and performance goals.
- Foster strong working relationships with state associations, and significant international bodies including Commonwealth Games Australia, IWBF and Paralympics Australia.
- Work with Sport Integrity Australia to develop and implement best practice models and respond to issues as they arise.
- Support players and coaches to connect with other services and areas that assist in them being their best.
- Synergise the programs where possible to enhance team connections that supports basketball Australia's plan more broadly.
- Act as the primary liaison point for internal departments including marketing, commercial and events effectively balancing the needs of the business with the needs of the team.

Compliance

- Develop and implement administrative systems and templates that are streamlined and customer focussed.
- Provide reporting and appropriate financial procedures in relation to any commonwealth or state funding for WC programs.
- Administer and maintain Wheelchair program budgets and where required liaise and consult with the EGM High Performance who is ultimately responsible for budgets.
- Support the development of the annual budget process (to be approved by the EGM) in consultation with Finance.
- Manage and coordinate procurement activities aligned with BA financial policies and processes.
- Maintain and embed (with the assistance of Integrity) compliant child safeguarding practices and procedures in line with BA's Child Safeguarding Policy.
- Ensure compliance with anti-doping regulations, athlete agreements, and BA policies.
- Report and respond to any Critical Incident in conjunction with BA policy noting Integrity is responsible for security processes
- Comply with all security and risk assessment prior to any team travelling overseas.
- Oversee accreditation processes, team entry submissions, and visa/travel documentation.
- Administer budget within established BA financial processes.

Performance Environment Support

- Support the integration of performance services including sports science, medical, recovery, and wellbeing initiatives.
- Develop post program evaluations and share results with EGM High Performance.
- Contribute to post-campaign debriefs, reporting, and program improvement planning.

KEY PERFORMANCE INDICATOR	MEASURE/ACHIEVEMENT
Values & Culture	<ul style="list-style-type: none"> • Role models respectful and inclusive workplace behaviour always to the team, athletes and all stakeholders. • Attends BA activities and functions and conducts self in a professional manner aligned to BA values. • Promotes, enhances and practices diversity, equity and inclusion in your team. • Works collaboratively with others for the greater good of the teams, organisation and the sport.
Safety & Respectful Workplace	<ul style="list-style-type: none"> • Implements processes that ensure the wellbeing of athletes and staff is paramount. • Implements actions to resolve safety concerns raised formally or informally of staff. • Attends training and professional development in relation to Workplace Health & Safety Issues as required
Program Leadership	<ul style="list-style-type: none"> • Achieves team campaign and operational plans that meet objectives of the BA Strategic Plan. • Delivers and implements actions of the HP Strategy and/or BA Strategy or other relevant strategies • Proactive, positive and effective contributor to the broader business. • Conducts workforce planning to maximise resources and deliver the program efficiently • Achieves functional budget to ensure the delivery of whole of business financial targets. • Always acts within Delegation and ensures compliance with BA policies and procedures

Key Stakeholder and relationships

- High Performance colleagues
- State & Territory Members Associations
- Athlete wellbeing Manager - Wheelchair
- International Wheelchair Basketball Federation
- Sport Integrity Australia (SIA)
- Head Coaches all teams
- Performance Support Staff
- International Wheelchair Basketball Federation (IWBF)
- Wheelchair Athletes
- National Institute Network
- AIS
- Paralympics Australia
- Commonwealth Games Australia
- Finance
- People & Culture
- Marketing & Events
- Integrity & Security

Direct Reports/Leadership (not limited to)

- Wheelchair Head Coaches – Rollers & Gliders
- Pathways Talent Lead
- HP Coach Lead
- Wheelchair Program Coordinator (Contract to November)
- U23 Men and U25 Women Coaches
- Team Managers
- Physiotherapist and other performance Support (with the exception of Wellbeing Manager)
- Volunteers who assist with the Program

Required Qualifications and Experience**Essential:**

- Tertiary qualifications in sport management, business, or related field.
- Well established experience in operational management of an elite wheelchair basketball program.
- Well experienced and inclusive stakeholder manager who can collaborate and influence at all levels and has the proven ability to do so.
- An in depth understanding of the wheelchair basketball ecosystem and the key stakeholders in bringing sustained success to the program.
- Proven experience in managing people and workforces to deliver exceptional results for the business.
- Excellent interpersonal and communication skills.
- Ability to work independently and as part of a multi-disciplinary team.
- Understanding of Work Championships structures and international basketball operations.

Other relevant information

This position will require domestic and international travel including out of hours and weekend work due to overseas based athletes, events and/or competition. You must be physically capable of working short-term demanding hours and able to work within a high-performance team environment.

You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify the Head of P&C if your right to work in Australia ceases.

You must maintain a current Working with Children or Working with Vulnerable People Certification.