Basketball Australia Position Description

National Pathways Lead, 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 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 have launched 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



These values guide our behaviour, decision-making and culture across the organisation.

Child Safeguarding Commitment

Basketball Australia has a zero-tolerance policy toward child abuse and neglect. We are committed to creating and maintaining a safe, positive and inclusive environment where all children can participate in basketball free from harm. All BA staff must actively support and comply with our child safeguarding policies and reporting obligations.

National Integrity Framework

Basketball Australia has developed a national framework to promote and maintain integrity in basketball. The Framework sets out a robust set of reporting, investigatory and sanctioning provisions to deal with Prohibited Conduct. The National Integrity Framework (the Framework) sets the broad expectations for the conduct of all Participants. It also incorporates detailed policies that regulate specific behaviours to ensure action can be taken against those who fail to adhere to appropriate behavioural standards and expose the sport to undue risk. Details can be found here: National Integrity Framework

Position Details

Position Title: National Pathways Lead, Wheelchair Basketball
Reports to: High-Performance Manager, Wheelchair Basketball
Direct Reports: Nil
Location: State Basketball Centre, Wantirna South, Victoria
Internal Relationships: BA High-Performance Leadership Team, Program Staff and Pathways
External Relationships: State and Territory Associations, AIS Performance Pathways Team, Paralympics Australia, National Institute Network partners, Wheelchair Basketball Australia, Disability sport and community partners
Travel: Regular domestic travel and occasional international travel

Role Purpose

The National Pathways Lead, Wheelchair Basketball provides strategic leadership of the national athlete pathway system, ensuring alignment, cohesion, and long-term sustainability of talent identification and athlete development across Australia.

The role ensures a clear, seamless, and high-quality athlete pathway for Wheelchair Basketball into national teams through to Brisbane 2032 and beyond.

Key Responsibilities

***This section outlines the core areas of accountability and expected outcomes of the role, rather than a detailed list of tasks*.**

Strategy Leadership, System Alignment & Cohesion

- Lead the design and ongoing evolution of the national Wheelchair Basketball pathways strategy, aligned to BA High-Performance priorities, What It Takes to Win (WITTW framework), Athlete Development Framework (ADF), and Coach Development Framework (CDF).
- Establish a connected, nationally consistent pathway system, ensuring alignment across State, Territory, and National Institute Network (NIN) programs.
- Define clear athlete pathway stages, benchmarks, and progression models.
- Drive integration across the broader High-Performance system, including alignment with HP 2032+ System Strategy and the Para System Uplift, NIN partners, The Australian Institute of Sport (AIS), and Paralympics Australia.
- Lead implementation of evidence-based systems, including athlete tracking, reporting, and pathway evaluation mechanisms.
- Provide strategic advice to BA leadership on pathway priorities, risks, and opportunities.

Talent Identification & Funnel Growth

- Design and lead a national talent identification and recruitment strategy for Wheelchair Basketball.
- Expand the top of the funnel through coordinated national and state-based talent ID initiatives, such as Try Para Sport Series, Future Green & Gold Talent Search.
- Identify and prioritise key athlete cohorts, including:
    - Women and girls
    - Priority classification groups
    - Underrepresented geographies and communities
- Develop and maintain partnerships with:
    - Disability and community sport organisations
    - Rehabilitation and health networks
    - Schools and education systems
    - Talent transfer programs across states, sports and HP organisations
- Ensure consistent, accessible entry points into the pathway nationwide.

Athlete Pathway Framework & Progression System

- Contribute to the implementation and evolution of the national ADF, detailing progression from entry to High-Performance readiness.
- Oversee implementation of national standards for athlete identification, confirmation, and progression.

- Ensure a clear and transparent pathway experience for athletes and stakeholders.
- Lead development of systems that support:
    - Athlete profiling and monitoring
    - Classification pathway navigation (strategic oversight)
    - Transition readiness for U23/U25 and senior national teams
- Identify system gaps and drive targeted initiatives to strengthen pathway effectiveness.

Strategic Partnerships & System Integration

- Build and lead strong, collaborative relationships across:
    - State and Territory Associations
    - AIS Performance Pathways
    - Paralympics Australia
    - National Institute Network
    - Disability Sport Australia and aligned organisations
- Position Wheelchair Basketball within the broader national para-sport and talent ecosystem.
- Align pathway initiatives with external funding opportunities and national sport system priorities.
- Ensure effective integration between national strategy and local delivery environments.

Coaching as a Pathway Enabler (System Leadership)

- Provide strategic leadership of coaching within the pathway system, aligned to BA's "Excellence in Coach Development" priority.
- Ensure coaching is embedded as a critical performance environment factor supporting athlete development.
- Work with BA coaching leadership and states to:
    - Align coaches to pathway frameworks, benchmarks, and athlete needs
    - Enable coaches to access relevant development opportunities
    - Ensure coaches are informed by pathway data and national standards
- Support the alignment of coaching practice with the Win Well philosophy and athlete-centred development principles.

This role does not deliver coaching or manage individual coaches, but ensures coaching across the system enables effective athlete progression.

Data, Insights & Performance Monitoring

- Lead implementation of systems that capture and analyse pathway data and athlete progression metrics.
- Use data to inform:
    - Talent identification priorities
    - Resource allocation
    - System improvements
- Deliver regular reporting on pathway performance, including pipeline health and progression rates.

Capabilities & Experience

Required Qualifications & Experience

- Significant experience in high-performance sport, athlete pathways, or talent identification systems
- Demonstrated experience leading or designing national or large-scale development programs
- Experience working across multiple stakeholders (national, state, and partner organisations)
- Understanding of para-sport systems or willingness to rapidly develop this knowledge
- Experience in wheelchair basketball or para-sport environments, with knowledge of classification systems and athlete support requirements (desirable)
- Experience with data-driven performance systems (desirable)
- Tertiary qualifications in sport, performance, or related field (desirable)

Skills & Attributes

- Strong strategic thinking and system design capability
- Deep understanding of high-performance pathways and athlete development systems
- Ability to lead and influence across a distributed national network

- Proven ability to build and sustain partnerships across complex stakeholder environments
- Strong communication and engagement skills across diverse audiences
- High-level planning, organisational and project management skills
- Evidence-based decision-making capability
- Commitment to inclusion, diversity, and athlete-centred environments
- Demonstrated alignment with BA Values

Key Performance Indicators

KPIs should define the critical areas of performance that indicate effective delivery of the role. They should be written as clear, outcome-focused statements that align to the role's purpose and organisational priorities, rather than a list of tasks or activities. KPIs should be specific enough to provide clarity on expectations, while remaining flexible to reflect the evolving needs of the role and the organisation.

Key Performance Indicator	Measures
Strategy & Alignment	• Implementation of a nationally aligned, evidence-based pathway system • Strong integration with BA High Performance Strategy and partners
Funnel Growth & Talent Identification	• Increased number and diversity of athletes entering the pathway • Growth in priority cohorts (women and girls, key classifications)
System Effectiveness	• Clear athlete progression pathways and benchmarks • Improved pipeline depth and readiness for HP environments
Stakeholder Engagement	• Strength and effectiveness of national and state partnerships • Alignment across delivery system
Coaching Alignment (System Level)	• Demonstrated integration of coaching practices with pathway frameworks • Improved alignment between athlete development needs and coaching environments

Additional Requirements

- Must hold Australian citizenship, permanent residency or valid working rights
- Must maintain a current Working with Children Check or Working with Vulnerable People Certification
- Must comply with all Basketball Australia policies including Child Safeguarding, Integrity and WHS policies
- Availability for weekend and after-hours work with regular domestic travel and occasional international travel