Talent Pathways Program lead

WestVic Academy of Sport (WVAS)

Part-Time | 0.6 FTE

Are you passionate about developing talented young athletes and helping them achieve their sporting potential?

WestVic Academy of Sport (WVAS) is seeking an enthusiastic and highly organised **Talent Pathways Program Lead** to play a key role in delivering athlete development programs across Western Victoria. This position is ideal for someone who enjoys working with athletes, coaches, schools, sporting organisations and community partners to create exceptional sporting and personal development opportunities.

About WVAS

WestVic Academy of Sport supports talented regional athletes through high-quality coaching, performance services, education and wellbeing programs. Our mission is to provide aspiring athletes with the opportunities, support and pathways needed to succeed in sport and life. WestVic Academy of Sport is one of six (6) Regional Academies in Victoria & sits beneath the Victorian Institute of Sport (VIS) in the structure of the State's talented Athlete Pathway.

About the Role

Reporting to the Chief Executive Officer, the **Talent Pathways Program** plays a pivotal role in developing the next generation of regional athletes by coordinating high-quality performance, wellbeing, education and pathway programs across Western Victoria.

The role is responsible for delivering exceptional athlete experiences through the coordination of performance support services, athlete development initiatives, stakeholder partnerships and pathway opportunities. Acting as a key connection point between athletes, coaches, schools, sporting organisations, local government and community partners, the successful candidate will contribute to the growth, sustainability and impact of WestVic Academy of Sport.

This position combines athlete development, program leadership, stakeholder engagement, communications and business development, making it an exciting opportunity for an individual seeking to make a significant contribution to regional sport.

Key Responsibilities

Athlete Services

- Coordinate athlete access to strength and conditioning, sports psychology, nutrition and physiotherapy services.
- Manage athlete bookings, attendance records and development tracking.
- Coordinate fitness testing and athlete screening programs

Program Delivery

- Support the delivery of WVAS athlete programs.
- Assist coaches with scheduling, administration and compliance requirements.
- Coordinate facilities, equipment and program logistics.

Athlete Wellbeing & Education

- Coordinate athlete education workshops and guest presenters.
- Deliver initiatives focused on wellbeing, recovery, nutrition and performance.
- Promote safe sport and child-safe environments.

Recruitment & Induction

- Coordinate athlete applications, selections and onboarding.
- Manage athlete registrations and induction processes.

Communications & Events

- Share athlete success stories and support social media content.
- Assist in delivering camps, workshops, showcase events and awards programs.
- Coordinate stakeholder communications and event logistics.

Stakeholder Engagement

- Maintain positive relationships with sporting organisations, schools, local government, sponsors and community partners.

About You

You will be a motivated self-starter who enjoys working with people and has a passion for sport and athlete development.

Essential Requirements

- Qualification in Sport Management, Exercise Science, Physical Education, Business or a related field.
- Experience in program coordination, athlete development or sport administration.
- Strong organisational and project management skills.
- Demonstrates a positive, proactive, and solutions-oriented approach to work.
- Excellent communication and stakeholder engagement abilities.
- Understanding of Lumin Sport- preferred but not essential
- Proficiency in Microsoft 365 and digital communication platforms.
- Current Working with Children Check.
- Current Victorian Driver Licence.
- Current first aid certificate or ability to obtain
- Current Police Check (or willingness to obtain).

Desirable

- Experience working within a Regional Academy of Sport or similar high level/elite sporting organisations.
- Demonstrated experience in marketing, sponsorship acquisition and stakeholder engagement
- Understanding of athlete wellbeing frameworks.
- Event management experience.

What We Offer

- Flexible work arrangements.
- Opportunity to work with talented regional athletes.
- A supportive and collaborative sporting environment.
- Professional development opportunities.
- The chance to make a lasting impact on athlete performance and wellbeing across regional Victoria.

Position Details

Position: Talent Pathways Program lead
Employment Type: Part-Time (0.6 FTE) with the possibility of extra hours when and as required.
Location: Ballarat, Victoria
Reporting To: Chief Executive Officer

Applications close: 25th September 2026

Apply Now

If you are passionate about supporting athletes and contributing to the future of regional sport, we'd love to hear from you.

Applications should include:

- Cover Letter
- Current Resume
- Responses to the Key Responsibility Criteria

For further information email wvas@federation.edu.au