



# Australian Life Saving Team – Circular

<b>Title:</b>	Australian Life Saving Team (ALT) Coach & Support Team – Call for Nominations
<b>Document ID:</b>	Circular 60/25-26
<b>Audience:</b>	SLSA Membership, RLSSA Membership
<b>From:</b>	High Performance and Pathways
<b>Subject:</b>	Australian Life Saving Team Coach & Support Team – Call for Nominations
<b>Summary:</b>	<p>This Circular invites nominations for two positions within the Australian Life Saving Team (ALT) Leadership Team for the 2026 Lifesaving World Championships.</p> <p><a href="#">Nomination Link here</a></p> <ol style="list-style-type: none"><li>1. Open Discipline Coach – Ocean</li><li>2. Safety &amp; Security Officer</li></ol> <p><b>Nominations close 11:59pm on Sunday 22<sup>nd</sup> March, 2026</b></p>

## BACKGROUND

The Australian Life Saving Team (ALT) is seeking to appoint two key roles to complete the Leadership Team for the 2026 Lifesaving World Championships to be held in Port Elizabeth, South Africa from 23<sup>rd</sup> November – 7<sup>th</sup> December 2026.

A high-performance environment is driven by exceptional leadership. The ALT's success continues to be underpinned by the strength, expertise, and commitment of its coaching and support staff. We are now inviting passionate, experienced and purpose-driven individuals to contribute to the team's pursuit of excellence, ensuring the ongoing development, coordination, safety and well-being of our athletes.

We welcome applicants who are committed to nurturing athlete potential, championing team values and helping elevate the ALT to new heights.

## ALT VALUES

The 2024 ALT Campaign Team values:

ACCOUNTABILITY:	Striving to uphold the highest standards of integrity, honesty and transparency
PASSION:	Pushing limits, seeking improvement and inspiring others
RESILIENCE:	Overcoming adversity and achieving success
RESPECT:	Mateship, respect and trust are fundamental within the team.

## NOMINATION PROCESS

To nominate for any of the above roles, please complete the following steps below:

1. **Review the relevant Position Description below**
2. **Submit Your Nomination:** Complete the relevant online nomination form.  
[Nomination Form Here](#)



## SELECTION PROCESS

The collaborative panel will review all nominations based on the following criteria:

- Relevant qualifications, experience and demonstrated capability.
- Alignment with the ALT values and the 2026 campaign goal of *winning well*.
- Commitment to athlete well-being, team success and continuous improvement.
- Availability for travel and participation in key events leading into LWC26.

Once all nominations have been assessed and ranked, the top candidates will progress to a phone interview as the final stage of the appointment process.

To be considered for selection for any of the above listed positions, the relevant online nomination form must be completed by **Nominations close 11:59pm on Sunday 22<sup>nd</sup> March, 2026**



## Open Team Discipline Coach - Ocean Position Description

Reports to: National Open Coach

Consults with (internal): National Open Coach  
SLSA Pathways Coordinator  
Team Management  
Team Members  
Team Coaches  
SSSM Support Team

Purpose: Work closely with the National Open Coach to provide consistent coaching support and performance feedback during ALT camps and tours.

### Key Responsibilities

- Work with athletes to execute their IAPP in relation to their team / tour
- Work in partnership with the Open Team leadership team, SSSM service support, athletes, home coaches, RLSSA and SLSA for the benefit of the program
- Capture and report evidence-based feedback for each team / tour
- Frequent communication with the National Open Coach to assist in planning and team/tour operations as required.

### Detailed Responsibilities

- Data capture from camps and tours to be recorded and sent via excel spreadsheet to the SLSA Pathways Coordinator at the conclusion of each team activity
- Assist in the preparation of the Australian Team/s for competition at the nominated International events / competitions
- Attend training sessions at camps, at events and during tours as required
- Adhere to the performance team culture which supports all team members to be the best that they can be whilst supporting the holistic needs of all
- Contribute to a collaborative high performing environment by engaging with all team management, athletes, support staff, RLSSA and SLSA staff
- Attend all team meetings/debriefs as requested
- Work with the National Open Coach to assist in the delivery of the team strategy for the ILS World Lifesaving Championships
- Report any breaches of organisational, team codes of conduct and policy during camps / training / competition through the SLSA complaints reporting process
- Travel with the team to and from events as required
- Communicate openly, honestly and respectfully with all team members and seek external assistance or escalation as required.



### **Succession Planning**

In conjunction with the National Open Coach;

- Assist with the identification and development of tactics to enhance the performances of squad members
- Assist with the delivery of educational content to assist in the development of coaches and athletes.

### **Essential Requirements/ Qualifications/ Experience (Selection Criteria)**

- Relevant recognised Coaching Qualification; current SLSA Coaching Accreditation and RLSSA Coaching Accreditation as required
- Experience in ILS and International Lifesaving Competition literacy
- Working knowledge of the ILS competition manual and related competition information
- Demonstrated experience working in a collaborative team environment
- Demonstrated experience working with high performing athletes
- The ability to lead and build strong, safe and respectful rapport with athletes, team members and home coaches as required
- Exceptional interpersonal skills and capable of receiving and providing constructive feedback
- Highly motivated and results driven
- High emotional intelligence and practiced in self-reflection
- Team orientated with a strong connection to values and integrity
- Understand and comply with the SLSA and RLSSA policies as they apply to the Australian Life Saving Team
- RLSSA & SLSA, commit to creating and maintaining an environment that ensures all people involved in Surf Life Saving activities, programs or services, act in the best interests of children, young people, and member and as such will take all reasonable steps to ensure their safety, welfare and wellbeing as a number one priority
- Willing and able to assist in other team related areas as required.

The successful applicant is required to undergo probity checks which include reference checks and a Working with Children Check before commencement. Appointment is subject to clearance of all these checks

### **Open Team Discipline Coach Administration Requirements**

- Complete all required Team administration/documentation on time
- Attend the Team Induction and required team meetings
- Support the National Open Coach with the post camp / tour event reports as required, within one month following the activity to be reported on against measures outlined in the campaign plan
- Participate in the post event / tour debrief with the team as an investment into continuous learning

*All reports, data and plans created for the Australian Life Saving Team remain the intellectual property of the ALT (SLSA/RLSSA).*



## Team Safety & Security Officer

### Position Description

Reports to:	CEO delegate
Consults with:	(Open/Youth as relevant) National Open Coach / National Youth Coach, Team Coaches, Team Manager/s, Support Team, Team Members (Parents/carers for Youth Team), local authorities.
Direct Reports:	Nil

#### **Purpose**

To ensure the safety, security, and wellbeing of the Australian Life Saving Team throughout all phases of tour activity. This includes pre-departure briefings, on-tour safety oversight, risk assessment delivery, incident response, and contributing to operational tasks as required. The role is responsible for fostering a proactive safety culture, mitigating risk, and ensuring safe team movement and behaviour across all environments.

#### **Key Responsibilities**

##### **Safety & Security Leadership**

- Deliver comprehensive team safety and security briefings prior to departure and throughout the tour to ensure that all members feel supported and safe.
- Oversee team safety on the ground during all tour activities, including travel, accommodation, training, free-time and competition environments.
- Monitor and assess daily operational environments to identify and mitigate potential risks.
- Ensure all team members understand and adhere to safety protocols, emergency procedures, and behavioural expectations.
- Act as the primary point of contact for safety and security matters during the tour.
- Local contact/arrangements with relevant local authorities.

##### **Risk Management**

- Lead the delivery of the tour Risk Assessment in collaboration with the Team Manager/s (Open & Youth) and SLSA/RLSSA leadership.
- Assist in development of and the implementation of the Risk Management Plan throughout the tour.
- Report safety concerns, incidents, or breaches of policy through the appropriate organisational reporting processes.
- Support the Team Manager in ensuring the wellbeing of all team members remains the top priority.

##### **Operational Support**

- Assist the Team Manager with day-to-day team logistics and operations as required.
- Support safe team movements, including airport transfers, venue transitions, and off-site activities.



- Contribute to team communications relating to safety, security, and risk.
- Assist with incident documentation, post-event reporting, and debrief processes.
- Assist with other team support such as filming, shopping, food preparation or clean-up, and other tasks in down time when safety and security needs are met.

### **Culture & Conduct**

- Promote a culture of safety, accountability, and respect within the team.
- Maintain a high standard of integrity and professionalism at all times.
- Uphold organisational and team codes of conduct and policies as outlined in the Team Agreement.
- Travel with the team to and from events as required. This role will service both the youth and open teams.

### **Requirements / Qualifications / Experience (Selection Criteria)**

- Demonstrated experience in safety, security, risk management, or team operations in a high-performance or touring environment.
- Strong understanding of risk assessment processes and incident management.
- Ability to deliver clear, confident, and engaging safety briefings.
- Exceptional interpersonal and communication skills (both written and verbal).
- Demonstrated ability to remain calm, logical, and pragmatic under pressure.
- High level of emotional intelligence and situational awareness.
- Proven ability to work collaboratively within a multidisciplinary team.
- Strong organisational and time-management skills.
- Motivated, proactive, and committed to team wellbeing.
- Team-oriented and contributes positively to team culture.
- Current driver's licence.
- Current Working with Children Check.
- Relevant qualifications in policing, safety, security, emergency management, or similar (desirable but not essential).

### **Administration Requirements**

- Contribute to the completion of all required team safety documentation.
- Ensure timely submission of incident reports, risk assessments, and post-tour safety summaries.
- Participate in post-event/tour debriefs as part of continuous improvement.
- Undergo probity checks including reference checks and Working with Children Check prior to commencement.
- All reports, data, and plans created for the Australian Life Saving Team remain the intellectual property of SLSA/RLSSA (ALT).