



**AUSTRALIAN
ATHLETICS**

**EVENT GROUP
ADVISORY PANELS
OPERATING
PRINCIPLES**

DRAFT – OCTOBER 2022



Expressions of Interest

Australian Athletics is currently seeking Expressions of Interest (Eoi) from people interested in being members of Australian Athletics Event Group Advisory Panels.

Expressions of Interest originally closed on Saturday 1 October 2022. However, this has been extended until Friday 21 October.

Make-up

- The intention is that up to 8 people will be invited onto each panel and that the desired gender balance is 4 males and 4 females.
- Initial appointments onto the Panels would be through to the end of 2024.
- After 2024 the intention is that an opportunity to refresh the panels would occur each OG/PG cycle.

Time Frames/Commitment

The intention is:

- To appoint and announce panels by Friday 28 October 2022.
- To organise and conduct the first meeting of each panel by Friday 2nd December.
Note: In most cases the first meeting will be conducted remotely on Zoom/Teams.
- To organise at least one “face-to-face” meeting/workshop of each panel by the end of the 2022-2023 domestic season.
- For the Panel to meet:
 - ✓ 3-4 times per year either virtually by Zoom/Teams and/or in person;
 - ✓ Preferably at least once per year at a “face-to-face” meeting away from other events (i.e. no distractions); and/or
 - ✓ At other times “face-to-face” in conjunction with other events (e.g. AA-HP pays for an extra night accommodation so that Panel members can stay on after an Event/Championship).
- To liaise on an “as needs” basis by E-Mail or phone on matters that may arise between meetings.

Over-arching intent

Guided by the overarching statement of *‘Australia versus the Rest of the World’*, the fundamental purpose of each Event Group Panel is to:

- Bring together a group of Event Group coaches/experts to discuss ways to enhance the “Spirit of the Event Group”;
- To establish a 3 Year Event Group Plan which will include items such as a calendar of camps/workshops/initiatives aimed at upskilling emerging and established coaches and enhancing the overarching “Spirit of the Event Group”; and
- Identify and implement initiatives that will enhance Australia’s capability to achieve sustainable success (i.e. by achieving Medal and Top 8 performances) at Major Championships by the 2032 Brisbane OGs and beyond.



Purpose of having an “Event Group Advisory Panel is to:

- 1) Establish an ambitious but achievable Event Group 2032+ vision with clear KPIs.
- 2) To leave biases “outside the door” to create unity in striving for success by Australian athletes in their Event Group at Major Championships.
- 3) To develop a 3-year Event Group Plan outlining 2-3 initiatives per year targeted at improving the “Spirit of the Event Group” and focused on HP success in 2032 and beyond.

Note: Each Event Group will be allocated a budget to enable the delivery of their Event Group Plan.

- 4) To reduce the risk of Australian Athletics High Performance (AA-HP) staff operating without consulting by providing:
 - An opportunity for input into the AA-HP department and throughout the high-performance community regarding the needs of the Event Group from the perspective of the coaches/experts living/delivering in the field; and
 - A communication mechanism between the Event Group and AA-HP Department.
Note: The intention is that the AA-HP Director of Performance Coaching (or a designated alternative) will attend each “Event Group Advisory Panel” meetings, particularly the “face-to-face” meetings.
 - A “buffer/filter” for AA-HP staff to test their thinking regarding new ideas/concepts, and if the Panel is supportive, utilise the “power of the group” to drive new initiatives.
- 5) To increase our capacity to lobby for ongoing, and preferably additional, funding to support each Event Group and the AA-HP programme generally.
- 6) To assist plan Event Group Camps/Workshops/Initiatives that align with the domestic and international season events/priorities and to identify associated Service Provider support requirements priorities.
- 7) To ensure that there is a legacy from the AA-HP Program Coach roles (i.e. if a coach just coaches, then there will be a vacuum when they “exit”, as seen after the model adopted in the lead into Sydney 2000 where a number of overseas coaches were employed for the 5 year lead-in to Games but departed after).

Administration/Operation

- At this stage we are not in a position to pay members of the Event group Advisory Panels (i.e. they are volunteer roles). However, reimbursement of legitimate expenses will be covered (e.g. extra night accommodation arrangements, taxis, etc ~ subject to provision of receipts).
- The appointed Event Group Advisory Panel members will need to undertake and regularly update anti-doping and integrity training and requirements as well as declare any potential conflicts of interest associated with their role on the Panel.
- The appointed Event Group Advisory Panel members will need to sign a Code of Conduct Agreement with Australian Athletics.



Other items for further discussion/consideration

- The “Event Group Advisory Panel” can be whatever the Panel determines within reason. However, we are mindful that we are primarily relying on volunteers, and we don’t want to over-burden them.
- The “Event Group Advisory Panels” are advisers, and the intention is they provide direction. However, they are not decision makers. Ultimately operational decisions remain with AA-HP staff and must comply with the requirements of the Australian Athletics Board.
- Panel members should be open to receiving feedback and/or being challenged on areas that are relevant to their event group from athletes/coaches/providers/supporters and work collaboratively to address knowledge gaps within these areas.

Expertise

The members of the Event Group Advisory Panel should have a high level of expertise in Athletics, such as:

- A retired athlete who has competed at an international level.
- A coach who has coached athletes to an international level. Coaches need to be an Australian Athletics registered and accredited coach.
- A performance support provider (e.g. therapist, scientist etc) that has supported a specific Event Group athlete/coach’s senior Championships preparation. Performance support providers need to be professionally accredited by their relevant body.

Why are we doing this?

Because by 2032 we want the World’s leading athletics nations to be asking “What the heck are they doing better than us in Australia?”

The answer may be as simple as: “We are united in what we do!”



Event Group Advisory Panel “Coordinator” - Roles & Responsibilities

From within each of the “Event Group Advisory Panel” the intention is to identify and establish a Coordinator who will:

- Facilitate the Event Group Panel meetings/discussions.
- Liaise with AA-HP staff to develop a 3-year Event Group Plan and associated budget.
- Be collaborative in nature and will not necessarily be anointed as the national ‘subject matter expert’.
- Assist AA-HP staff to develop an Event Group Plan for each respective Event group.
- Liaise with AA-HP staff with the intention of reaching an agreement regarding the content of an “approved” 3 Year Event Group Plan.

Note: The intention is that an “approved” 3 Year Event Group Plan has been agreed to by the AA-HP General Manager.

- Coordinate the delivery of the approved 3 Year Event Group Plan (i.e. facilitate the organisation of the Event Group initiatives identified in the Event Group Plan).
- Foster positive communication among the key athletes/coaches/stakeholders within their Event Group Advisory Panel.
- Conduct themselves in a manner so as not to bring themselves, Australian Athletics or the Event Group into disrepute.
- Not make, comment, issue, authorize, offer or endorse any public criticism or statement having or designed to have a prejudicial effect on the interests of Australian Athletics or the athletes.
- Notify Australian Athletics immediately of any problems/issues that may attract media attention or risk for the organisation or the respective Event Group.

Remuneration

- Where system employed coaches/staff are identified as the Event Group Advisory Panel Coordinator the AA-HP Director of Performance Coaching will liaise with them and their employer to discuss where these responsibilities align in relation to their existing Position Description and responsibilities.
- Where non-system employed Panellists are identified as the Event Group Panel Coordinator the AA-HP Director of Performance Coaching will liaise with them to establish an honorarium to acknowledge and provide some compensation for the role they are undertaking.