

EXPRESSION OF INTEREST | WOMEN IN HIGH PERFORMANCE COACHING PROGRAM 2025-2027

Australian Athletics is seeking expressions of interest from developing high-performance women coaches to participate in the second cohort of the Women in High Performance Coaching Program (WiHPC). The program is targeted at women coaches who have coached international senior and U20 athletes, however there are a few additional places reserved for women who have coached National Track and Field and Cross-Country medallists (Senior, U20 & U18) in the last two years.

BACKGROUND

The inaugural WiHPC program (2022-24) provided a range of developmental experiences for women coaches enhancing their knowledge, skills and confidence. In line with Australian Athletics' High-Performance Strategy of providing opportunities for under-represented groups in coaching, this program aims to support and accelerate the transition of women coaches with the potential and aspirations to succeed in the High-Performance domain.

PROGRAM SUMMARY

The program will run over two years commencing in November 2025.

Participant expectations and requirements

- Develop an Individual Coach Development Plan (ICDP) in conjunction with AA HP Coaching Staff
- Participate in a monthly Community of Practice group AND/OR the HP Coach Mentor Program
- Attend a three-day workshop in Melbourne Feb 19-21st, 2026 (flights and accommodation provided)
- Provide regular updates on program progress including participation in evaluation surveys.

Community of Practice (CoP) groups provide a social learning platform to network, communicate and share in a safe environment. They have proven to be a very effective in supporting women working in the high-performance sporting landscape. **Note** – the first three meetings will be held before the workshop providing the opportunity for participants to offer input and ideas about content for the workshop.

The workshop will be instrumental in setting up the two-year program. The key focus will be on understanding coaches' motivations, learning about the barriers and challenges coaches face and how the program can enhance career aspirations and progression. We will draw on the stories and examples of the participants, as well as the journeys of some of those from the first Cohort of the WiHPC Program. Other areas the program will include are skills development, leadership strategies, communication tactics, networking and career advancement opportunities.

We understand that coaches are busy and finding time for three days away from family, work and coaching duties can be challenging. We hope by providing a good lead in time, planning for time away will be easier for program participants.

Other opportunities may include:

- Support to attend national event group camps.
- International team coach opportunities
- Other coach development and education opportunities as appropriate.

SELECTION CRITERIA

- Coached an athlete onto a senior or under 20 Australian team in the last two years.
- Able to attend the workshop (19 to 21 February 2026), participate in the High-Performance Coach Mentor Program or a monthly CoP group (travel and accommodation costs included).
- Have a genuine desire to coach high performance athletes and pursue a coaching career.
- Holds an Athletics Australia Level 2/3 coaching accreditation or actively seeking to do so.
- Holds (or can hold) a valid working with children and police check.
- Ability to complete Sports Integrity Australia modules (Anti-Doping Fundamentals, Annual Update, Safeguarding Induction, and Competition Manipulation & Sports Gambling).

Athletics Australia supports coach workforce diversity and is committed to creating inclusive coaching opportunities. As part of this commitment, Aboriginal and Torres Strait Islander athletes, Para-athletes, culturally diverse athletes, and athletes who identify as LGBTIQ are strongly encouraged to apply.

EXPRESSION OF INTEREST PROCESS

As positions in this program are limited, please carefully consider your ability to commit to all aspects of the 2-year program before applying

Applications close Friday 31/10/2025, and should be submitted [here](#)

- Applications will be reviewed by a selection panel of AA Performance Coach Development Staff
- Shortlisted applicants may be invited to an online interview with the selection panel.
- Successful and unsuccessful applicants will be advised no later than (Date TBC)

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