

GEN32 Expression of Interest



EXPRESSION OF INTEREST | NATIONAL GENERATION 2032 COACH PROGRAM

Australian Athletics is seeking expressions of interest from aspiring pathway and early career high-performance coaches who would like to be considered for nomination by Australian Athletics to the Australian Institute of Sport for the National Generation 2032 Coach Program.

BACKGROUND

The National Generation 2032 Coach Program is an initiative of the Australian Institute of Sport High Performance Coach Strategy and aims to increase the number and diversity of Australian high-performance coaches across the system who can contribute positively to future Olympic, Paralympic and Commonwealth Games.

National Sporting Organisations (NSOs) and National Institute Network (NIN) partners are encouraged to collaborate, and together or independently, partner with the AIS to deliver the program.

PROGRAM SUMMARY

Coaches selected for the program will be offered full-time employment for 2 years, funded jointly by AA, the AIS, and/or an appropriate NIN (where applicable). The minimum salary is set at \$75,000 p.a. plus superannuation.

A maximum of 16 Salary Supported Positions will be available across all sports, hence competition for these roles will be strong. With a limited number of participants likely to be successful nationally, AA will take a selective approach to nominations and only put forward candidates who are considered highly competitive for the program. Successful candidates are expected to commence on January 1, 2027.

The program is a full-time intensive coach development program requiring a significant time investment, therefore potential applicants must be fully aware and prepared to undertake all the commitment requirements of the program.

Program experience includes

- Integration into the coaching team and immersion into the daily training environment of a high-performance program within their sport
- Coaching high-performance athletes, under the guidance of an experienced mentor coach
- AIS led Learning Labs (6 across the 2 years)

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- Developing and implementing an Individual (personalised) Coach Development Plan
- Peer learning from coaches of other sports within the program
- Exposure to other High-Performance environments and personnel.

Some Key activities and responsibilities include:

- Lead or assistant coaching, under the supervision of the mentor coach
- Observing/networking with elite coaches within and outside their sport
- Administration and management duties
- Professional development activities as provided by the AIS, and other partners as recommended
- Participation in regular update and review meetings involving the mentor coach, NSO, NIN, and AIS representatives
- Actively engage in and drive relationships with mentor/Gen 32 coach and other high-performance personnel
- Availability and willingness to work flexible hours (including weekends) and travel locally, interstate or internationally where required.

To be eligible for nomination by Australian Athletics, candidates must meet the following requirements

- Is an Australian Citizen or has been granted permanent residency
- Has been identified by the NSO/NIN partner as a potential or current high-performance coach in their sport
- Is an existing coach in the NSO pathway with demonstrated ability and intentions to become a career high-performance coach
- Has a strong commitment to high-performance coaching as a continuing, or new career path
- Has a demonstrated commitment to ongoing training and development (i.e., a life-long learner)
- Is willing to engage in all facets of the program (as outlined in attached guidelines)
- Holds an Australian Athletics Level 2 coaching accreditation or be actively seeking to achieve this accreditation level.

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- Holds (or capable of holding) a valid working with children and police check.
- Ability to complete Sports Integrity Australia Level 1 and Level 2 Anti-Doping education modules, and the SIA “Introduction to Match Fixing” education components, prior to commencing employment.

Australian Athletics 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

Applications close 4 September 2026

Applications should be submitted by eligible coaches through this form:

[Expression of interest | National Generation 2032 Coach Program – Fill out form](#)

Applications will be reviewed by a selection panel including

- Scott Goodman, Director of Performance Coaching
- Susan Krumins, Performance Coach Development Manager
- Dianne Huxley, Performance Coach Developer
- Mark Stewart, National Coach Development Coordinator

Short listed applicants may be invited to an online interview with the selection panel.

AA/NIN nominees for the National Generation 2032 Program will be advised by September 8, 2026.

PLEASE NOTE: The selection process for the National Generation 2032 positions will be conducted by an independent Selection Panel consisting of AIS, NSO, NIN and National HP Coach Taskforce representatives. It may also include phone interviews with the NSO, NIN partner and Gen 32 coach candidate to ascertain further information or clarify points made within the application.

Kind regards,

Susan Krumins – Susan.krumins@athletics.org.au

Mark Stewart – Mark.stewart@athletics.org.au

Di Huxley – Dianne.huxley@athletics.org.au