



Sydney Swans Academy Performance Manager

WHY CHOOSE THE SWANS?

- Admired Australian sporting team
- Inclusive and flexible work environment
- Employee perks and benefits
- Work in a new [state-of-the-art facility](#)

Our club was born 151 years ago from hard work, grit and a relentless drive for success. We are rich in history and ambitious about the future. Together we share the journey and celebrate the wins. We are proud to be one of the leading football clubs, both on and off the field, in Australia.

When choosing a career with the Sydney Swans, you will join a team that stands up in the big moments. A team that is respectful, disciplined, and courageous. And one that has conviction. You will be part of something bigger.

Flexibility in hours, leave, location and dress translate to an environment where you can be at your best.

We are committed to creating a supportive environment in which people feel connected to our football club and to each other. Therefore, we encourage applications from candidates of all backgrounds.

THE PERKS

- Wellbeing programs to support healthy mind and body including access to gym facilities
- Special offers and discounts through our Corporate Partners
- Professional development support tailored to your goals
- Club memberships to enjoy games with your friends and family

THE OPPORTUNITY

Help shape the next generation of Sydney Swans talent as the driving force behind the QBE Sydney Swans Academy's physical development program. Key responsibilities include:

- Lead the Academy's medical, physiotherapy, strength & conditioning and performance analysis team.
- Contribute to the establishment and use of efficient athlete management systems and processes.
- Align Academy physical development with AFL/AFLW performance philosophy and goals.
- Implement age-appropriate injury prevention and load management strategies with medical and physio teams.
- Oversee sports science programs, fitness testing and GPS data analysis/reporting.
- Deliver player performance education and analysis across all Academy age groups.
- Streamline systems and share best-practice information across Academy hubs for consistency and engagement.
- Manage casual performance staff and consultants, including budgets and development.

SYDNEY SWANS LIMITED

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PRINCIPAL PARTNER

WHAT WE'RE LOOKING FOR

- Minimum 3 years in a similar role within professional sport, working in multi-disciplinary teams
- Experience designing athletic development systems for talent pathways with strong understanding of medical, nutrition, rehab, psychology and skill acquisition
- Tertiary degree in Sport & Exercise Science/Management, Physiotherapy or related field. Master's degree in related field (Desirable)
- ASCA Level 3 and ESSA accreditation (Desirable)
- Proven ability to drive high performance, mentor staff, manage budgets, and communicate effectively
- Advanced data analysis and visualization capability
- Working With Children Check and experience with youth athletes

Due to the nature of the industry, the ideal candidate must be flexible in their availability as extended hours and weekend work will be required for this role.

TO APPLY

To be considered for this role please submit a one-page cover letter that addresses:

- Why you are the ideal person for the role
- Why you want to join our team

Send the cover letter along with a copy of your CV to - hr@sydneyswans.com.au

Applications should be a maximum of four pages, including cover letter, and less than 5MB in size.

Applications close 30 November 2025

As we expect a high level of interest in the role, only those applicants short listed will be contacted.

The Sydney Swans do not accept applications from recruitment agencies.

Sydney Swans Limited is an equal opportunity employer.

Aboriginal and Torres Strait Islander candidates are encouraged to apply.

Applicants must be legally entitled to work in Australia.

The Sydney Swans are committed to providing a safe environment for children and young people. All staff must hold (or be willing to obtain) a Working with Children Check as part of their employment with us.