



Sydney Swans Indigenous Player Development Manager (Identified Position)

WHY CHOOSE THE SWANS?

- A club with a proud history, strong momentum and a commitment to meaningful First Nations engagement.
- Work that matters: support Aboriginal and Torres Strait Islander players to thrive on and off the field.
- A collaborative high-performance environment where player wellbeing and development are central.
- Flexible, inclusive ways of working and professional development tailored to your goals.
- Based at our state-of-the-art Sydney headquarters.

Born from hard work, grit and a relentless drive to win, the Sydney Swans have 151 years behind us—and we are building what comes next. Guided by Respect, Courage and Curiosity, we share the journey, support one another and keep finding the extra 1%.

We are committed to a supportive and inclusive workplace where people feel connected to our Club and to each other.

THE PERKS

- Wellbeing support to keep you at your best – including gym access
- Perks and discounts via our Corporate Partners
- Professional development support tailored to your goals
- Club memberships to share match days with friends and family

THE OPPORTUNITY

The Indigenous Player Development Manager will support the holistic development, social and emotional wellbeing, and cultural identity and connection of Aboriginal and Torres Strait Islander players across our AFL, AFLW and Academy programs.

At the heart of this role is trust. You will build strong, confidential relationships with players and their support networks, understand their individual goals and coordinate tailored development plans across personal growth, education, career, life skills and cultural connection. Working alongside coaches, player development, wellbeing, medical and football operations teams, you will help create a culturally safe environment where players can perform, grow and thrive.

You will also support the Head of First Nations Academy & Projects with the Sydney Swans ARA First Nations Academy, including camps, athlete and family engagement, pathway transitions and special projects, helping connect the player experience with the Club's broader First Nations programs.

WHAT WE'RE LOOKING FOR

- Experience in player development, athlete wellbeing, community services, education, mentoring, youth development or a related field.
- A strong understanding of Aboriginal and Torres Strait Islander cultures, communities and social and emotional wellbeing.

SYDNEY SWANS LIMITED

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PRINCIPAL PARTNER

- A demonstrated ability to build trusted relationships while maintaining confidentiality and clear professional boundaries.
- Experience supporting individual development, wellbeing, education, career or transition plans.
- Excellent listening, communication, organisation and case coordination skills.
- Sound judgement and an understanding of consent, safeguarding, referral and escalation pathways.
- The ability to work collaboratively in a fast-moving, multidisciplinary high-performance environment.
- Experience in elite sport or talent pathways will be highly regarded.

This is an Identified First Nations position. In accordance with relevant anti-discrimination legislation, being an Aboriginal and/or Torres Strait Islander person is a genuine occupational requirement of this role.

This is a full-time role based in Sydney. The successful candidate will hold, or be willing to obtain:

- A Certificate IV qualification (or higher) in line with AFL Indigenous Player Development Manager credentialing requirements.
- Aboriginal and Torres Strait Islander Mental Health First Aid training (within 12 months of appointment).
- The AFLPA Executive Certificate in Player Development.
- A current Working with Children Check and National Police Check.

Due to the nature of football, flexibility is required to travel and work outside standard hours, including weekends.

TO APPLY

To be considered for this opportunity, please submit a cover letter and CV combined into **one PDF document** as a single attachment. Applications must be no more than four pages in total and less than 5MB in size.

Please email your application to hr@sydneyswans.com.au with the role title in the subject line.

Applications close Sunday, 1 November 2026

Only shortlisted applicants will be contacted. The Sydney Swans do not accept applications from recruitment agencies.

The Sydney Swans are an equal opportunity employer and child-safe organisation committed to the safety, wellbeing and inclusion of all children and young people. Applicants must be legally entitled to work in Australia.

Aboriginal and Torres Strait Islander candidates are encouraged to apply.

Applicants must be legally entitled to work in Australia.