

Terms of Reference

Cycling Australia: MTB Elite Development Program Review

Cycling Australia (CA) is the peak administrative body responsible for the sport of cycling in Australia as recognised by the Australian Government, the International Cycling Union and the Australian Olympic Committee.

Mountainbike Australia (MTBA) is a major affiliate of CA, being responsible for the development and administration of the discipline of mountain biking (MTB) in Australia.

Background:

Out of funding received from the Australian Sports Commission (ASC) each year for high performance outcomes, CA provides MTBA with \$300,000 annually to conduct an Elite Development Program (EDP). A portion of the funding (approx. \$80k) is used to employ a MTB National Head Coach, who also performs the role of Program Director for the EDP.

From 2001 through to 2009, CA funded and managed a high performance program for mountain biking in cross country Olympic format (XCO) and downhill disciplines (2002-2008). With the financial pressures faced by the CA HP programs, the non-evidence of medal prospects for MTB XCO against the background of expectations from the ASC for the provision of HP funding, CA terminated the MTB HP program and provided the amount of \$300k/year to establish a national MTB program under MTBA management.

The principle aim of the funding is to develop MTB XCO athletes to an extent that allows Australia to achieve the maximum number of starters for MTB at the 2016 Olympic Games, and further on, the 2020 Olympic Games.

The EDP is now in its third year of operation and CA – with the agreement of MTBA – have determined to conduct a review of the program in accordance with its obligation for prudent management of these funds along with the contractual reporting requirements to the ASC.

The purpose of the review in broad terms is to ascertain the success of the program in meeting its objectives in alignment with MTBA's strategic agenda for both Olympic and development ideals and in broad conformity with ASC/AIS's 'Winning Edge' statements and objectives.

The review is to be conducted by an independent consultant.

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Principal Partner



Scope and Terms of Reference:

1. Consider the structure and operation of the program and its capability to deliver against the stated objectives
2. Identify and quantify appropriate measures of the EDP's success or shortfalls against the stated objectives
3. Review the programs engagement with its stakeholders within the mountain bike community (membership) and broader cycling stakeholders (eg, CA HPP)
4. Broadly review the performance of personnel directly or indirectly involved within the EDP in regard to their responsibilities to, or engagement with, the program
5. Analyse opportunities available to best achieve future objectives, KPIs
6. Develop a short list of recommendations or reforms for short term (1-2 years), medium term (3-4 years), and longer term (5 years +) .
7. Identify any additional funding required to deliver agreed objectives

Methodology:

The consultant will employ methods they determine are appropriate to provide reliable and relevant insights into the areas outlined in the scope and terms of reference. It is anticipated the methodology would include:

- Communication of the project plan to key stakeholders
- Analysis of the current EDP Plan and objectives as established by the Head Coach
- Consultation with elite MTB athletes, program related personnel, CA HPP management and other identified stakeholders to ascertain their experiences, challenges and perceived opportunities when engaging with the EDP
- Analysis and evaluation of the EDP against projects conducted by other sporting organisations to drive elite athlete development
- Analysis of the EDP pathway as a means of regaining future CA HPP status for MTB
- Identify recommendations for future consideration by CA and MTBA

Time frame:

The review to be completed ASAP within the parameters of availability of key stakeholders; notionally, by the end of May 2013.

Report:

Following completion of the analysis, the consultant will brief CA and MTBA of the findings and recommendations through a written report and in a face to face presentation to senior personnel. Depending on the outcome of the analysis, the consultant may also be required to present the findings to other key stakeholders.