



A proactive job-share arrangement

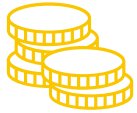
Australian Sailing

Women in High Performance Coaching



A proactive job-share arrangement

Australian Sailing



Flexible job-share



Coach support



Length of time



Two targeted coaches



Aims and Objectives

Attract and retain an internationally experienced coach through a flexible arrangement that fits family commitments.

Build capability by pairing that coach with an emerging coach and sharing expertise across the ILCA 6 program.

Description

Australian Sailing paired Olympic sailor and coach Carolijn Brouwer with emerging coach Ben Walkemeyer in a planned job-share for the ILCA 6 class.

The model combined complementary expertise, structured handovers, clear procedures and shared accountability for athletes.

Challenges / Considerations

Success depended on coaches with complementary skills, strong communication and genuine commitment to sharing the role.

Risks included unclear responsibilities, role changes and communication gaps, which required agreed ways of working.

Outcomes

Australian Sailing retained an experienced female coach while supporting her family commitments and developing an emerging coach.

The partnership strengthened team culture and helped deliver standout results: three of four athletes reached the world's top 15, with podium finishes across the year.



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Recommendations

- Use job-sharing to retain experienced coaches who need flexibility.
- Pair coaches deliberately: complementary skills, shared values and compatible working styles.
- Set clear roles, handover routines and decision rights from the start.
- Schedule regular communication to build trust, consistency and team culture.

Application for others

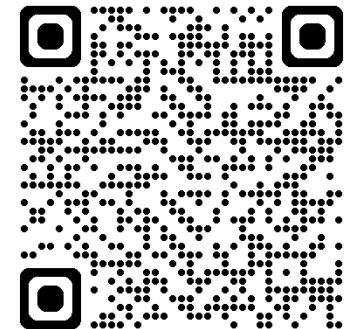
Flexible workforce models can attract and retain high-performance coaching talent without lowering standards, provided the arrangement is designed—not improvised.

Success depends on the right partnership, clear operating procedures, planned handovers and a shared team culture built on trust and accountability.



[Fresh Faces in Revitalised Australian Sailing Team Coaching Line-up \(2022\)](#)

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“The success of the job-share came from a shared purpose, complementary strengths and a genuine commitment to helping each other – and the athletes – succeed.”

- Michael Blackburn, Technical Director, Aus Sailing