



JOB DESCRIPTION

Date	May 2025
Position Title	1st VIII Rowing Coach
Reports to	Head of Rowing

Summary

The 1st VIII Rowing Coach is responsible for overseeing and leading the school's premier crew. The successful candidate will work closely with the Head of Rowing to provide Hale rowers with the best possible opportunity to maximise their potential within the sport.

The 1st VIII coach will also act as a mentor to coaches within the program under the guidance of the Head of Rowing.

Responsibilities

Coaching

- Provide high performance coaching to the Hale 1st VIII.
- Plan, coordinate and implement structured training sessions.
- Attend all training sessions, regattas and camps when scheduled.
- Provide organisation and leadership within the program with the senior crews.
- Assist with developing viable, objective and consistent criteria for crew selection. Liaise with Head of Rowing to ensure the implementation is fair and transparent.
- Manage selection and testing times with efficiency, giving all senior athletes equal opportunities.
- Provide support to athletes at regattas and manage crew suggestions for racing.
- Support and drive the growth of rowing at Hale with a holistic view across all coaches and athletes.
- Implement a range of coaching strategies to meet the needs of the athletes to perform at a high level in a collaborative and considered manner through a standardised approach through drills and communication so boys will be able to move seamlessly between crews and coaches.
- Facilitate and assemble the resources to standardise and systematise record keeping (testing results, regatta results, training data)
- Contribute to the development of the training programme.

Other

- Identify, report and resolve any Workplace Health and Safety issues related to Senior Rowing programme
- Demonstrate an awareness of all emergency management procedures in their work area.

- Maintain the ethos of Hale School by acting in a manner that supports the School's Values, Statement of Purpose, Ethos and Anglican framework.
- Be aware of and understand the obligations of working in accordance with the School's Mandatory Reporting and Child Protection, Staff Conduct and Discipline, Critical Incident Management Guidelines, Policies and Procedures.

The Headmaster, at his sole discretion, reserves the right to vary your duties at any time. Such a variation of your duties does not constitute a breach of contract or termination of your employment. As part of the School's routine pre-employment practices, the School will contact your referees and/or previous employers to ask specific mandatory questions relating to Child Safety. We also reserve the right to conduct social media checks, as part of this process.

Behaviours

The abilities required to successfully facilitate this include but are not limited to the following:

- Act as a role model for players, parents, staff and officials by maintaining and upholding professional integrity in all aspects of this role.
- Demonstrate the ability to work both independently and as a strong and valuable member of a coaching team.
- Demonstrate leadership, sportsmanship and good relationships.
- Be able to coach and inspire players to strive for and achieve their full potential at school, PSA, club and State levels.
- Have good communication skills.
- Be self-motivated and display personal organisational and time management skills.
- Be an effective team leader.
- Foster and maintain an environment of mutual respect and collaboration.
- Be part of a coaching network that includes Professional Development opportunities to understand School, club & high-performance systems.
- Able to demonstrate proficiency of skills and coaching techniques and be able to lift and move appropriate sports equipment.
- Maintain the ethos of Hale School by acting in a manner that supports the School's Values, Statement of Purpose, Ethos and Anglican framework.
- Being aware of and understanding the obligations of working in accordance with the School's Child Safety, Mandatory Reporting and Child Protection, Code of Conduct for All Staff, Staff Code of Ethics, Emergency and Critical Incident Management Guidelines, Plans, Policies and Procedures.

Duty of Care

All sport staff, both coaches and officials, have a duty to take reasonable care for the safety and welfare of all boys whilst in the sporting domain.

The duty is to take such measures as are reasonable in all the circumstances to protect boys from risks of harm that reasonably ought to be foreseen. This requires not only protection from known hazards, but also protection from harm that could foreseeably arise and against which preventative measures can be taken.

What constitutes reasonable care will vary according to the circumstances, but the following factors, although not exhaustive, must be taken into consideration in assessing the 'reasonableness' of the level of care required for a particular boy:

- The boy's age, experience and capabilities.
- Physical impairment and/or known (existing) medical conditions.
- The nature of the activity where there may be an inherently higher risk of injury.
- Normal practices within the School.
- School policies and procedures.

You are responsible for reading the School's Duty of Care for Students policy and guidelines, as provided with and referred to in your Offer of Employment letter.

It is important that you liaise closely with other coaches of your team to understand any specific medical conditions of your players and team members and have the necessary understanding of how to manage and communicate during any critical incident specific to those conditions. This is particularly necessary if you have sole responsibility for coaching and travelling with the team or crew.

Child Protection

Hale School takes child protection seriously and is committed to supporting the wellbeing of all children and young people, respecting their dignity, ensuring their safety, and protecting them from abuse and other harm.

All candidates for roles at Hale School are subject to rigorous screening procedures and assessment as a condition of employment.

All staff are required to uphold the standards and adhere to the procedures outlined in our Code of Conduct for all Staff, Code of Ethics, Child Safety and Child Protection and Mandatory Reporting Policies.

As part of your duties and responsibility as an employee you will be required to:

- Promote the safety and wellbeing of children and young people.
- Ensure your interactions with children and young people are positive and safe.
- Provide appropriate support and supervision of children and young people in your care.

Qualifications and Experience

- Rowing Coaching Accreditation - Level 2 desirable.
- First Aid.
- Experience in coaching.
- Skippers Ticket.
- Working with Children Check.
- Demonstrated ability to communicate effectively with students, parents, other coaches and school staff.
- Good interpersonal and relationship building skills.