



HALE SCHOOL

JOB DESCRIPTION

| | |
|-----------------------|----------------------------------|
| Date | May 2025 |
| Position Title | 1sts Volleyball Coach |
| Reports to | Director of Co-Curricular |

Summary

The 1sts Volleyball Coach at Hale is responsible for overseeing and leading the school's premier volleyball team. The successful candidate will work closely with the Head of Sport and Director of Co-Curricular to provide Hale volleyball players with the best possible opportunity to maximise their potential within the sport.

The 1sts Volleyball Coach will require a deep knowledge of and passion for the sport, as well as excellent leadership, coaching and organisational skills.

The 1sts Volleyball Coach will work closely with students, staff, parents, and external groups to ensure the success and development of the programme at Hale.

Responsibilities

1st Volleyball coach:

- Provide high performance coaching to the 1sts squad.
- Plan, coordinate and implement structured 1sts squad training sessions.
- Attend all training sessions, matches (including trial fixtures) and tours.
- Provide regular, transparent, and meaningful feedback to players about their performance, development and selection.
- Engage with key stakeholders, including parents, local associations, state and national pathways, where appropriate.

Coach development:

- Provide guidance and support to Hale Volleyball coaches, ensuring they have the necessary resources and training to develop players effectively.

General:

- Establish a positive, safe and enjoyable training and competition environment that aligns with the School's Ethos, Values and Anglican heritage.
- Cultivate relationships with boys, parents and staff that engender a collaborative team environment.
- Communicate regularly and effectively with boys, staff and parents on future activities, progress and targets.
- Be aware of and understand the School's Emergency procedures and all operational aspects specific to the playing area.

- Follow and promote safe practices and fulfil responsibilities as outlined in the School's policies on Duty of Care, Staff Conduct, Child Safety, Mandatory Reporting and Child Protection.
- Ensure the safe, efficient and cost-effective operations of the programme within the School's and legislative guidelines.

This is a part-time position that requires attendance at 1sts squad training sessions, 1st team fixtures, scheduled senior tours, holiday camps/trainings and other PSA training sessions as arranged with the Head of Sport and Director of Co-Curricular. In addition, there will be time allocated to appropriately manage administrative details and develop programmes.

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.

Qualifications and Experience

The Coach will have:

- Experience within the world of volleyball as a player and coach.
- Experience of coaching players to a minimum of School PSA 1st standard and experience of working with children in a contemporary professional environment.
- Knowledge of the long-term development practices for athletes in line with current pathways.

- Strong understanding of current performance technologies.
- Understanding of the integration of successful sports' performance programmes into a School's educational environment.

Driver's Licence

- It is preferable, but not essential, that you have a current driver's license.

First Aid Certificate

- It is preferable, but not essential, that you have a current first aid certificate.

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.
- Act as a positive role model for children and young people.
- Participate in regular performance management and professional learning linked to our Codes of Ethics and Code of Staff Conduct, Child Safety and Child Protection and Mandatory Reporting Policies.
- Maintain an up to date and valid Working with Children Check.
- If appropriate, meet professional standards for teachers and maintain teacher registration and,
- Report to the Headmaster any criminal charges or convictions you receive during your employment that may indicate a possible risk to children and young people.

The Hale School community has zero-tolerance for child abuse and all allegations and safety concerns are treated very seriously and consistently with our robust safeguards and procedures.