



Position Description

Lead Rowing Coach Senior, Junior or Learn to Row

Roseville College is an established, respected independent day school for girls in Preparatory to Year 12, centrally located in Roseville on Sydney's North Shore since 1908. Ours is a learning community where girls and staff are truly known, and where every individual is valued. Our vision, to raise future-ready women who lead proficiently with strong character, is underpinned by the Christian faith.

The Roseville College staff comprises visionaries, innovators, pioneers and co-learners, who appreciate this as a meaningful, inspiring and progressive workplace where they are enriched, equipped and empowered for a fulfilling career and to make a positive impact on student generations.

Broad objective

The Roseville College Rowing program rows out of North Shore Rowing Club on the Lane Cove River in Longueville and competes in Rowing NSW Schoolgirls regattas, interstate and national events. Our rowing program includes morning and afternoon water training. In complement the program, Strength & Conditioning sessions are run at the College. We are seeking three enthusiastic Lead Coaches to run each of the three distinct groups within the rowing program – Junior, Senior and Learn to Row. These are casual positions that may include attendance at meetings either at North Shore Rowing Club or Roseville College, outside of regular training hours. The Rowing Lead Coaches play a key role in the leadership, development and management of the rowing program that aims to grow each individual and crew in their skills and development within the Roseville College sporting program.

Key relationships

Head of Sport
Rowing Coaches
Rowing Students
Rowing Parents
Fitness Staff

Reports to

Head of Rowing

Direct reports

Rowing Coaches

Lead Rowing Coach

Senior, Junior or Learn to Row

Key responsibilities

- Work collaboratively to support the mission and values of the College in developing and mentoring our students to reach their full potential as athletes and young people.
- Build positive relationships with the students and create an environment where each individual feels valued and supported.
- Overseeing the development, implementation and evaluation of a comprehensive rowing program for your age group to ensure the progression and achievement of all crews.
- Regularly evaluate and report to the Head of Rowing on the program's performance, providing recommendations for future improvements.
- Provide expert coaching and feedback to all rowers and coxswains in your program, focusing on technique, fitness, mental preparation, and teamwork.
- Liaise with College Fitness staff in the provision and delivery of appropriate fitness programs in consultation with the Head of Rowing.
- Conduct fair crew selections, in conjunction with the Head of Rowing.
- Develop, articulate, and implement race strategies with crews during training sessions.
- Provide clear, concise and motivating information in preparation for races and as part of feedback post regattas.
- Actively attend all training sessions to oversee your group's program and to develop rapport and relationships with all athletes and coaches.
- Attend all regattas and activities associated with regattas, including boat unloading.
- Attend relevant rowing camps and events outside of normal work hours for example Nationals, End of Season dinner etc.
- Liaise with the Head of Rowing regarding information to be communicated to students and parents regarding expectations, trainings, regattas and events etc for the season.
- Manage student attendance, behaviour and uniform expectations aligned with College policies and protocols.
- Keep thorough and accurate records regarding student attendance, incidents and program documentation.
- Ensure that coaches are informing you of any health or pastoral care related issues with the athletes and act upon this information as required, aligned with College policies and protocols.
- Report any maintenance or concerns with the management of the Roseville College boat fleet to the Head of Rowing.
- Lead the development of coaches of your crews (Junior, Senior, Learn to Row) and provide training and support as required in collaboration with the Head of Rowing.
- Actively contribute to a positive, enthusiastic and professional coaching culture.

Child Safety

- Uphold the highest standard of child safety culture and awareness.
- Report all concerns regarding the safety of our students to the Principal or their delegate, in accordance with the College's child protection policies.
- Develop and maintain a thorough understanding of child protection obligations by reviewing the College's child protection policies and completing mandatory induction and ongoing training.



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Risk and Compliance

- Adhere to the College's policies and procedures, importantly the Critical Incident Management Plan, Work Health and Safety (WH&S), code of conduct, child safety and emergency response practices.
- Ensure personal safety and the safety of colleagues, students and visitors by complying with the WHS policy.
- Consistently uphold Roseville College's values and comply with all school policies and procedures.

Additional responsibilities

- Fulfil the requirements of this position description and other duties as reasonably required from time to time.
- Any other ad hoc requests per the needs of the College or at the request of the Principal or delegates.

Qualifications, skills and experience

- Proven experience coaching rowing programs, designed in accordance with relevant rowing training methodology and training principles, with a demonstrated ability to develop athletes at various levels.
- A deep understanding of the sport of rowing, including technical expertise, training methodologies, and competition strategies.
- Ability to lead and work in a team; as well as being self-motivated and able to work autonomously.
- Relevant coaching qualifications (e.g., Rowing Australia or equivalent) and first aid certification, or willingness to obtain
- Hold a Current NSW Drivers and Boat License. Bus license is highly desirable

Essential characteristics

- Actively supportive of the Christian values of the College.
- Exceptional interpersonal and communication skills in dealing with students, parents and staff.
- Highly organised with excellent attention to detail.
- Adaptable and able to work well under pressure.
- Management of student pastoral care and conflict resolution skills
- Student focused and results driven.
- Innovative.
- Demonstrated integrity and commitment to a similar role.
- Approachable, collegial and collaborative.