



Position Description

Lead Rowing Coach - Junior and Senior

Roseville College is a vibrant and welcoming community where every student and staff member is truly known and deeply valued. Established in 1908 and centrally located on Sydney's North Shore, we are an independent day school for girls from Prep to Year 12, shaped by a strong Christian foundation and a shared commitment to purpose, integrity and care. We are proud to nurture young women of character who are ready to lead with confidence and compassion in a changing world.

Our staff are curious, courageous and committed professionals—educators, mentors and co-learners—who see their work as both a calling and a contribution. At Roseville, you'll find a supportive and innovative environment where your talents are recognised, your growth is encouraged, and your impact on future generations is both valued and lasting.

Lead Coach – Junior Rowing

Workload: Includes attendance at all on water and land training sessions, with some flexibility for erg sessions, in addition to attendance at regattas on Saturdays and/or Sundays, and training camp in January.

Schedule: The current training schedule for the Junior Rowing program is:

- Monday: On Water 3:30-6:00pm
- Tuesday: Ergo 3:30-4:30pm
- Wednesday: Ergo 7:00-8:00am
- Thursday: On Water 3:30-6:00pm
- Saturday: On Water 7:30-11:00am

Lead Coach – Senior Rowing

Workload: Includes attendance at all on water and land training sessions, with some flexibility for erg sessions, in addition to attendance at regattas on Saturdays and/or Sundays, and training camp in January.

Schedule: The current training schedule for the Senior Rowing program is:

- Monday: Ergo and Fitness 3:30-5:30pm
- Tuesday: On Water 5:15-7:30am
- Wednesday: Fitness 4:30-5:30pm
- Thursday: On Water 5:15-7:30am
- Friday: On Water 5:15-7:30am
- Saturday: On Water 6:00-11:00am

The start date for both roles is Term 4 2026, or as soon as possible

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 two enthusiastic Lead Coaches to run either the Junior or Senior rowing program alongside the Learn to Row Lead Coach. 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.

Lead Rowing Coach - Junior and Senior

Key relationships

Head of Sport
Rowing Coaches
Rowing Students
Rowing Parents
Fitness Staff

Reports to

Head of Rowing

Direct reports

N/A

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.

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- 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.
- Assist with the transportation of students on the College minibus to and from training or regattas.
- 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.

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



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- Student focused and results driven.
- Innovative.
- Demonstrated integrity and commitment to a similar role.
- Approachable, collegial and collaborative.