

POSITION DESCRIPTION

Head of Rowing at Genazzano FCJ College

Location:	Hawthorn and Kew, Victoria
Position Type:	Full-time, 3-year contract
Reporting to:	Principal through the Director of Sport
Start Date:	May 2025
Application Deadline:	1 April 2025

Genazzano FCJ College is seeking an enthusiastic, experienced, and dedicated Head of Rowing to lead our school rowing program into its 41st season and beyond. As the Head of Rowing, you will be responsible for developing and managing the rowing program, from learn to row beginners through to senior pathway athletes and ensuring the success of our student-athletes both on and off the water. Genazzano has a wonderful sporting culture, and this role provides a fantastic opportunity to make a significant contribution to one of our performance pathway programs.

Genazzano FCJ College shares a boatshed with Xavier College in Hawthorn, has a large fleet of boats from singles through to eights and has a proud tradition of being an inaugural member of the Victorian Head of The Schoolgirls Regatta. Our rowing program is supported by a Physical Performance Centre on our 17-acre campus in Kew (just 10mins from the boatshed) and features a state-of-the-art lifting space, spin room, rowing erg machine training space and Pilates studio.

Our rowing program includes up to 6 training mornings/week during the season and also many afternoons in the Physical Performance Centre. With these challenging hours and split shifts, there is the opportunity to have significant flexibility to hours in the off season whilst maintaining contact with the College and ensuring rowing has a year-round presence and point of contact on campus.

Key Responsibilities:

- **Leadership & Program Development:**
 - Lead, develop, and manage the rowing program for all levels, including introduction through learn to row and developing pathways for student athletes beyond school.
 - Work closely with the Director of Sport to ensure that the rowing program aligns with the College's overall sporting objectives and values.
 - Design and implement a strategic plan for the rowing program, ensuring continuous growth, inclusivity, and high performance.
- **Coaching & Mentorship:**
 - Provide expert coaching to all rowing squads, focusing on technique, fitness, mental preparation, and teamwork.
 - Recruit, develop, lead, and mentor a team of rowing coaches to ensure the delivery of high-quality coaching at all levels.

- Support and guide student-athletes in their individual and collective development, promoting excellence in both sport and personal growth.

Regattas & Events

- Organise, coordinate, and oversee participation in Rowing Victoria, and where appropriate, national rowing regattas.
- Develop and manage training schedules, ensuring appropriate preparation for all competitions whilst balancing school and sport loads.
- Cultivate relationships with other schools, clubs, and rowing organizations to enhance competitive opportunities for students.
- Organise the annual Celebration of Rowing Evening.

• Team & Athlete Development:

- Work with the Head of Athletic Development to continue to grow our inclusive and supportive environment that fosters the growth and well-being of all rowers.
- Encourage student participation in rowing, ensuring opportunities for all abilities and backgrounds to engage with the sport.
- Support student-athletes in balancing academic commitments with their sporting goals, ensuring holistic development.

• Safety & Risk Management:

- Ensure that rowing activities comply with safety regulations and that proper risk management protocols are followed at all times.
- Oversee the maintenance and care of rowing equipment, ensuring it is safe and in good condition.
- Manage a fleet turnover schedule that ensures the program is running efficiently and effectively.

• Administration & Reporting:

- Manage all administrative aspects of the rowing program, including scheduling, communication with parents, and reporting to the Director of Sport.
- Regularly evaluate and report on the program's performance, providing recommendations for future improvements.

• Financial Management

- Manage all aspects of the rowing budget in relation to expenses and fees received and work to the Principal's expectations of appropriate College subsidy

Key Collaborations & Reports:

- Head of Athletic Development
- Senior First Boat Coach
- Junior/Inter Coordinator
- Boatman

Key Selection Criteria:

- Proven experience in leading and coaching rowing programs, with a demonstrated ability to develop athletes at various levels.
- Strong leadership, organizational, and communication skills, with a collaborative and positive approach to working with students, staff, and external stakeholders.
- A deep understanding of the sport of rowing, including technical expertise, training methodologies, and competition strategies.
- A demonstrated commitment to fostering an inclusive, supportive, and high-performance sporting environment.
- Ability to manage logistics, equipment, and resources efficiently.
- Relevant coaching qualifications (e.g., Rowing Australia or equivalent) and first aid certification.
- Previous experience in a similar role within a school or rowing club.
- Strong interpersonal skills and the ability to work effectively with a diverse range of stakeholders, including students, parents, staff, and external partners.

About Genazzano FCJ College:

At Genazzano FCJ College, we're on a mission... to fuse the wisdom gained from over 130 years of educating girls, with the best techniques and practices of contemporary learning. Together, it redefines individual academic success and creates a distinctive opportunity to equip girls for a future we cannot imagine – but are privileged to guide them to.

From the co-educational Early Learning Centre (3- and 4-year-olds) to the specialist girls' pathways from Preparatory to Year 12, Genazzano is on a relentless quest to unlock the potential of every student as they uncover their personal excellence and fuel their aspirations. To do this, our professional environment at Genazzano emphasises innovation, the importance of lifelong learning and quality relationships between staff, students and parents.

Our Catholic faith and educational expertise energise us to prepare our students for a future where the keys to success will be very different to that of the past. For this reason, we unapologetically coach our students outside their comfort zone and challenge them to think critically about the world they'll inherit. This commitment extends beyond the classroom. We believe in nurturing not just their minds but also their hearts and spirits. Hope, courage, and a profound sense of community are the pillars upon which Genazzano FCJ stands.

As a future-oriented community, with a distinctive learning culture and a heart for humanity, we value reflection, excellence, wisdom, and service to empower our students and staff to transform the world around them.

EXPECTATIONS OF STAFF IN A CHILD SAFE SCHOOL

Genazzano FCJ College is committed to creating and maintaining a child safe environment in which all students, including Aboriginal children and students with a disability, feel safe and are safe. Our College actively promotes the safety and wellbeing of all students and all staff members are committed to protecting students from abuse or harm in the College environment, in accordance with their legal obligations including child safe standards. A condition of employment is that staff are deemed to be persons suitable to work with children. Genazzano FCJ College has a Child Safe Policy and a Child Safety Code of Conduct. All staff members of the school are subject to and expected to comply with the Child Safe Policy and the Child Safety Code of Conduct.

How to Apply:

Please submit your resume, along with a cover letter addressing the key selection criteria.

For more information, please contact Director of Sport - Nick Wall 0416 077 363.