



## St Catherine's School

### POSITION DESCRIPTION ROWING COACH

Department	Rowing	Reports to	Head of Rowing
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School Charter	As a leading girls' school in Australia, St Catherine's is committed to nurturing and empowering independent and globally responsive young women, enabling them to approach all their endeavours with confidence, wisdom, and integrity.
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Our Vision and Values	<p><b>School Values:</b> Integrity, Curiosity, Perseverance, Empathy, Gratitude</p> <p>'A St Catherine's student approaches her dealings with all others with absolute and unwavering <b>integrity</b>. She approaches both her work and the world around her with a sense of <b>curiosity</b>. She will always <b>persevere</b>, even when the path ahead seems challenging. She displays genuine <b>empathy</b> and <b>gratitude</b> at all times.'</p>
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School Motto	<i>Nil magnum nisi bonum</i> - Nothing is great unless it is good.
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#### St Catherine's Towards 2025

Intent 1 Academic Achievement	Embed an unwavering focus on intellectual curiosity through a rigorous academic program, sensitive to the needs of individual pursuits.
Intent 2 Wellbeing and Leadership	Encourage our students to be proud of their accomplishments, seek out challenge and build personal leadership and confidence.
Intent 3 Co-Curricular Activities	Empower young women to discover through experience and find their voice in the communities and world around them.
Intent 4 Exemplary Staff	Enhance the student experience through the engagement of exceptional staff, committed to girls' education and wellbeing.
Intent 5 Embrace Community	Ensure opportunities for our students through a cohesive, diverse and inclusive community of current and past parents, St Catherine's alumnae and wider school network.
Intent 6 Equip our Future	Envision the delivery of learning environments for students and staff that lead the world in innovative and contemporary design and the delivery of exceptional educational programs.

## Introduction

Rowing at St Catherine's is about more than competition - it reflects our values of resilience, teamwork, and personal growth. Since its establishment in 1987, the program has been a proud part of Australia's schoolgirl Rowing tradition, based at Mercantile Rowing Club on the Yarra River.

Known for developing technical skill and strong team spirit, our crews have achieved success at state, national, and international levels, including multiple Head of the Schoolgirls titles and a historic win at the Henley Royal Regatta in 2022. Supported by the School and our parent community, the program nurtures athletes to thrive both on and off the water.

Rowing is offered to girls from Year 9 to Year 12 as an offering in our sports program.

Each squad is defined by year group and boat type as outlined below:

- Year 9 Crews – Quad Sculls
- Year 10 Crews – Quad Sculls
- Senior Crews – Sweep Boats

## SPECIFIC RESPONSIBILITIES

- Monitor and coach each individual rower to improve their technical skill, physical conditioning and mental skills to improve their rowing performance.
- Coach crews according to the St Catherine's School technical Model.
- Use technical exercises and drills consistent with achieving technical skill and understand the rationale behind the exercises.
- Regularly assess, monitor and provide feedback to each rower that improves their quality of rowing in each training session.
- Ensure the coxswain is provided regular instruction and feedback on their performances in training
- Provide clear, concise and motivating information to crews prior to races.
- Provide effective feedback to crews after regattas to improve future race performances.
- Actively contribute to a positive, enthusiastic and professional coaching culture.
- Work collaboratively with the other coaches in the Rowing Program to help create coaching team cohesion.
- Attend and contribute to coaches meetings, as required. Coaches meetings will mainly be held either prior to or after training sessions.
- Use technology such as video, Speed Coach GPS units and Cox Boxes to assist crews to perform better in training and races.
- Read and respond in a timely manner to emails from Rowing staff.
- Ensure all written and verbal communication is courteous, professional, accurate and reflective of the St Catherine's School Values.
- Work with the Rowing Staff to create a positive culture around Rowing
  - While your crew is participating in rowing activities, they are your responsibility. You must be aware of their whereabouts at all times and must not leave them unsupervised. Your safety responsibilities include: Safely getting the boat on and off the water, with appropriate supervision and technique.
  - Ensuring your crew completes a proper warm-up before each session and stretches thoroughly afterwards.
  - Bringing a megaphone, helmet, and bike when coaching on land. If coaching before sunrise or after sunset, your bike must be equipped with a white front light and a red rear light.
  - Ensuring boats are fitted with appropriate navigation lights when rowing before sunrise or after sunset.
  - Checking that all rowers are wearing the correct uniform, including hat and appropriate footwear, and that they each have a water bottle.
- Adhering to the GSV heat policy: no exercise is permitted if the temperature exceeds 34°C. Ensure that your boat is taken care of, is washed inside and out after each session and any damages are reported to Rowing Staff

- Brief your crew at the start of each session on the session aims, and debrief at the end by providing both individual and group feedback. Attend Coaches meetings and professional development opportunities
- Raise any concerns about a student's wellbeing with the Rowing staff
- Provide First Aid when required
- Ensure rowing processes are adhered to on Regatta Days.

### **Organise crew activities at Regattas**

- Be available and attend regattas as outlined in the yearly planner.
- Assist with rigging and de-rigging of crew's boat as required
- Attend boat loading and unloading as rostered.
- Ensure your crew has plenty of time for a warmup and warm down.
- Brief and debrief your crew before and after races.
- Ensure the crew is in the correct uniform including hat, footwear and water bottle.
- Ensure your crew has a race plan and are aware of the expectations on them for the regatta.

### **Attend Camps**

- Follow the guidelines as recommended by the Rowing Staff
- Follow the training sessions as outlined.
- Discuss your training sessions with the relevant coordinator.
- Ensure that school policies and rules are followed at all times.
- Be aware of where your crew members are at all times on or off the water. Students must let you know if they are going anywhere. If students wish to go anywhere other than organised venues they must be accompanied by an adult.

### **Staff Expectations**

- Be available for all allocated sessions and arrive on time.
- If unable to attend sessions, it is your responsibility to organise a replacement coach with plenty of warning and inform the Rowing Staff.
- Staff will remind students of the School's expectations both in and out of the classroom.
- Individual achievement and effort or good effort will be encouraged and rewarded.
- Clear guidelines and selection expectations will be provided to students.
- Staff will act as appropriate role models for students at all times.
- Staff will communicate through proper channels. Any significant issues or concerns regarding the students' learning will be made through the Rowing Staff and a record of communication will be kept.
- Staff will make every effort to arrive at sessions on time.
- Staff will behave professionally in all staff-staff, staff-student and staff-parent interactions.
- This code sets forward the principles of professional conduct for staff.

### **Child Safety Responsibilities**

- Provide students with a Child Safe environment.
- Ensure and promote the safety of children from diverse backgrounds including children from culturally and/or linguistically diverse backgrounds, Aboriginal children, and children with disabilities.
- Be familiar with and comply with the School's Child Safe policy and Child Safe Code of Conduct, and any other policies or procedures relating to child safety.

- Participate in the School's Child Safe training programs as required.
- Raise any child safety concerns with the School's Child Safety Champions.

### Key Selection Criteria

- Demonstrated coaching experience in Rowing
- Understanding and excellent knowledge of equipment
- Well developed interpersonal skills and a demonstrated ability to work effectively as a member of a multidisciplinary team.
- Willingness to uphold the ethos and values of the School at all times.
- Proven reliability and dependability
- Ability to act as a role model in both rowing skills and sportsmanship
- Strong leadership skills
- Outstanding organisational skills
- Ability to act as a role model in both rowing skills and sportsmanship.
- Ability to work with students.
- First Aid qualifications.
- Level 1 Coaching Accreditation is highly desirable.
- Current Working with Children's Check
- Current Police Check
- Display a high level of self awareness and the ability to maintain positive relationships

### Desirable

- Coaching experience in a School environment
- Bus driving Licence
- Boat Licence
- Level 2 NCAS Rowing Accreditation
- Level 2 Provide First Aid
- Perform/Perform CPR

This Position Description is a guide only and is not intended to be an exhaustive or exclusive list of duties attached to this position. The Position Description is subject to review in response to the changing needs of the School and the development of skills and knowledge of the successful incumbent.

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