



St Catherine's School

POSITION DESCRIPTION

Strength and Conditioning Coach

Department	Sports Department	Reports to	Director of Sport
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.		
Our Vision and Values	School Values: Integrity, Curiosity, Perseverance, Empathy, Gratitude 'A St Catherine's student approaches her dealings with all others with absolute and unwavering integrity . She approaches both her work and the world around her with a sense of curiosity . She will always persevere , even when the path ahead seems challenging. She always displays genuine empathy and gratitude.'		
School Motto	<i>Nil magnum nisi bonum</i> - Nothing is great unless it is good.		

Introduction

St Catherine's School is seeking an experienced and enthusiastic Strength & Conditioning Coach to plan and implement high-quality training programs that support the physical development, performance, and wellbeing of students across all sports. While working with a broad range of teams, the role has a particular focus on supporting the rowing program in a performance program.

Working as part of the broader coaching team, the Strength & Conditioning Coach will provide structured, engaging, and safe training programs that align with the School's sporting philosophy, culture and support students to perform at their best across a range of sports, while also fostering long-term athletic development and supporting pathways for students who wish to pursue higher-level competition or representative opportunities.

This role is a part-time fixed term (1 year) position and reports to the Director of Sport.

Specific Responsibilities

Program Design and Delivery

- Plan and deliver high-energy, engaging strength & conditioning sessions that build athletic foundations, physical literacy, and confidence in school-aged athletes.
- Implement age-appropriate programs focused on:
 - strength and power
 - speed and agility
 - flexibility and mobility
 - injury prevention
 - body awareness
- Develop progressive training programs that cater to varying ages, abilities, and sporting demands, including specific support for rowing where required.
- Support athletes in developing consistency and resilience through well-structured training routines.
- Support performance athletes

Injury Prevention and Safety

- Implement age and stage appropriate programs focused on movement quality, strength, fitness, and injury prevention
- Apply evidence-based methods to minimise injury risk across all sports, with additional focus on rowing-specific considerations such as core stability, low-back conditioning, and shoulder mobility.
- Ensure safe use of equipment, correct technique, and adherence to supervision and risk-management requirements.
- Uphold all School policies, including those relating to student wellbeing, risk management, and child safety.
- Assist as appropriate, the rehabilitation programming for athletes managing injury returns

Session Management and Supervision

- Lead a positive, motivating environment that encourages participation, effort, achieve their goals and high performance where appropriate.
- Monitor, track and report attendance, effort, and progress of students in training sessions.
- Maintain organisation and safety during all training sessions.
- Oversee set-up, pack-down, and general upkeep of facilities and equipment.

Collaboration and Communication

- Collaborate and work with coaches to support the needs of the program through S&C programs aligning with team and individual development needs.
- Communicate proactively with students, coaches, and staff to maintain a supportive training culture.
- Work closely with rowing coaches to align gym and on-water workloads where required.
- Provide constructive feedback to athletes to support technical development, physical confidence, and wellbeing.
- Support and nurture the healthy sports culture at St Catherine's School.

Athlete Performance

- Conduct fitness or movement assessments to guide programming and track progress.
- Adjust training plans based on athlete readiness, performance data, or coach input.
- Support athletes in understanding training expectations and developing healthy training habits.

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.

Occupational Health and Safety Responsibilities

- Comply with Victorian OHS legislation and the School's OHS policies and procedures.
- Perform duties in a safe manner without risk to their own health and safety, or the health and safety of others including, but not limited to students, other staff, contractors, volunteers, and visitors.
- Report any hazard, incident, injury, or illness as soon as practicable.

Key Selection Criteria

- Experience delivering strength & conditioning programs to youth or school-aged athletes across multiple sports.
- Experience supporting rowing athletes or knowledge of rowing-specific physical demands (highly desirable).
- A valid Employee Working with Children Check (if over 18 years).
- Strong interpersonal skills with the ability to relate to and motivate school-aged girls.
- Excellent verbal communication and organisation skills.
- Ability to work collaboratively as part of a team.
- Initiative and a proactive approach to session planning and program delivery.
- Current First Aid and CPR qualifications (or willingness to obtain).
- ASCA Level 1 accreditation (minimum requirement; higher accreditation preferred).
- Demonstrated alignment with the School's values, policies, and expectations, particularly in relation to child safety and wellbeing.

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.
