

# POSITION DESCRIPTION



# SHORE

## Strength & Conditioning Coach

Position Title	<b>Strength &amp; Conditioning Coach</b>
Department	<b>Sport</b>
Reports to	<b>Head of Athletic Development</b>
Location	<b>North Sydney</b>
Type of Employment	<b>Casual</b>
Classification/Grade/Band	<b>Instructional Services Grade 3.1</b>
Reporting Relationships	<b>Head of Athletic Development Athletic Development Team &amp; Coaches PDHPE Staff Physiotherapists Sportsmaster Head of Sport Deputy Head, Co-Curricular MICs of Sports Students Parents</b>

## Shore Values and Vision

Shore's dynamic tradition is founded on authentic and transformative Christian faith, with emphases on engaged rigour in teaching and learning, integrity and respect in character, humility and compassion in service, faithfulness and commitment in community life, personal best in games and cocurricular activities. With this as its foundation, and within the terms of its charter, Shore seeks to be the leading comprehensive school in Australia.

Our priority has always been delivering the utmost excellence in teaching and learning and the student's character development in our care. Our motto, "they hand on the torch of life", keeps our focus on the future and inspires our community to continue building young people ready to succeed and serve.

Guided by its [Strategic Direction](#) and motto, Shore fosters a learning community for its students and staff which:

- Promotes a Christian understanding of the world and society in which we live
- Pursues and celebrates academic performance in a culture of learning and thinking
- Challenges all to be responsible citizens with an attitude of service to others
- Welcomes new experience and learning at all stages of life
- Lives according to the Christ-like virtues of humility, perseverance, courage and love of others
- Develops individual gifts and talents and cultivates the habits of successful team membership.

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## Role Purpose

The Strength & Conditioning Coach is responsible for the delivery of high-quality coaching sessions to students as a part of the SHORE Athletic Development program under supervision. The role focuses on implementing pre-written programs, supervising safe technique, assisting with LTAD delivery, and providing structured feedback to senior staff.

The position plays a key part in developing foundational physical qualities in School-aged athletes and ensuring safe, inclusive and positive training.

## Role Responsibilities

### Technical Delivery

- Deliver pre-designed strength and conditioning sessions to small and large groups.
- Provide technique correction aligned to youth movement standards.
- Assist with delivery of sport coaching sessions, including but not limited to warm-up, speed & conditioning sessions.
- Monitor student engagement and effort.

### LTAD Implementation

- Apply the School's LTAD progression model consistently.
- Modify exercises within approved guidelines.

### Safety & Supervision

- Supervise student behaviour and gym safety.
- Maintain equipment and facility standards.
- Identify and report and safety concerns or incidents.

### Operation Duties

- Support session logistics and equipment setup/pack down
- Accurately record attendance and session data when required.

## Expected Outcomes

This section outlines the results and standards of performance expected of a Strength & Conditioning Coach in successfully carrying out the responsibilities of the role:

- Strength and conditioning sessions are delivered consistently in line with pre-written programs, with students demonstrating correct technique appropriate to their age and development stage.
- All sessions are conducted safely, with effective supervision, appropriate behaviour management, and prompt identification and reporting of hazards or incidents in accordance with School procedures and WHS obligations.
- Students progress through the School's LTAD framework as intended, with exercises appropriately modified within approved guidelines to support long-term physical development.
- Students are actively engaged, motivated and supported during sessions, contributing to a positive, inclusive and development-focused training environment.

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- Accurate and timely feedback is provided to MICs, Head of Athletic Development and senior coaches on student performance, engagement and any emerging concerns.
- Sessions run smoothly through effective setup, pack-down and equipment management, with facilities maintained to School standards.
- Attendance and required session data are recorded accurately and in a timely manner, supporting program oversight and compliance.

## Selection Criteria

### Qualifications

- Current NSW Working with Children Check
- Undergraduate degree in Exercise / Sports Science (or equivalent)
- ASCA Level 1
- First Aid (HLTAID011) and CPR (HLTAID009) Certificate or willingness to obtain
- Appropriate formal coaching qualifications are highly desirable

### Knowledge and skills

- Effective communication skills appropriate to a School environment, with the ability to engage professionally with students, colleagues, parents and external stakeholders.
- Strong problem-solving, judgement and initiative within role responsibilities, including the ability to escalate matters appropriately when required.
- Ability to work collaboratively as part of a team, adapt to change and manage competing priorities in a dynamic educational environment.

### Demonstrated Experience

- Minimum 1 year experience in coaching or athletic development (desirable)
- Understanding of foundational strength, movement skills and youth coaching
- Experience coaching adolescent populations
- Experience working with young children in a School setting, preferably at a Senior level, is highly desirable
- Understanding of GPS and/or CAS Sports would be an advantage

### Professional Attributes

- Actively supports and upholds the Christian ethos and values of Shore through professional conduct, integrity and respectful interactions.
- Demonstrates initiative, accountability and professionalism, exercising discretion and sound judgement in all aspects of the role.
- Contributes positively to a respectful, inclusive and service-oriented School culture, supporting strong relationships across the Shore community
- Demonstrates resilience, adaptability and a commitment to continuous improvement and reflective practice in a busy School environment.

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## Professional Development

As a Strength & Conditioning Coach, you must maintain professional development to ensure safe and current practice by;

- Continually developing both personally and professionally to meet the changing needs of career and industry and actively participating in the Performance Management process as required;
- Evaluating own performance to identify strengths and areas where professional growth can occur;
- Actively participating in relevant professional bodies; and
- Attending professional development activities organised at the School and relevant external agencies to increase knowledge, experience and skills held.

## Safeguarding Children and Young People

As a Strength & Conditioning Coach, you must be committed to safeguarding children and young people by:

- Participating in Child Protection training and education as appropriate.
- Providing a welcoming and safe environment for children and young people.
- Promoting the safety and wellbeing of children and young people to whom services are provided.
- Ensuring that interactions with children and young people are positive and safe.
- Providing adequate care and supervision of children and young people in your charge.
- Acting as a positive role model for children and young people.
- Reporting any suspicions, concerns, allegations or disclosures of alleged abuse to management.
- Maintaining valid 'working with children' documentation.
- Reporting to management any criminal charges or convictions received during the course of employment that may indicate a possible risk to children and young people.

## Work Health and Safety

As a Strength & Conditioning Coach, you must be committed to safeguarding children and young people by:

- Identifying and reporting incidents, hazards and injuries (and reacting appropriately to potential hazards);
- Participating in WHS training and education as appropriate; and
- Engaging with School policies and procedures relating to WHS.

*It is important to note and recognise that no position description can completely capture the complexity of tasks required. Therefore, this position description should not be seen as limiting, as a school we acknowledge that there will be other tasks, not outlined above, that may be required from time-to-time.*

*All positions evolve and change over time, and the School commits to regularly review and update position descriptions to accurately reflect the contribution of employees.*

Last Updated	December 2025
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