



## Position Description

<b>Position Title</b>	<b>Sport Coach</b>
<b>Department</b>	Sport
<b>Reports to</b>	Head of Sport Springfield
<b>Overview</b>	<p>The Sport Coach, reporting to the Head of Sport, is responsible for delivering high-quality coaching and development programs that align with the College's Strategic Intent.</p> <p>This role promotes wellbeing, resilience, and character through structured training and performance programs for individuals, teams, and squads across multiple sporting disciplines.</p> <p>The Sport Coach supports the mission and values of the College by mentoring students to reach their potential as athletes and young people, fostering positive sporting behaviours, and creating an inclusive, supportive team environment.</p> <p>Success in this role requires upholding the highest standards of performance and integrity, building strong partnerships with stakeholders, and collaborating with the Head of Sport and key stakeholders, to develop and implement programs that enable students to enjoy and succeed in their sporting experiences.</p> <p>Success in this role will be measured by the ability to deliver high-quality coaching and development programs that reflect the College's mission and values. The following criteria outline the essential outcomes and behaviours expected of the Sport Coach:</p> <ul style="list-style-type: none"><li>• Demonstrates active support for the College's mission and values by mentoring students to reach their potential as athletes and young people.</li><li>• Develops and enhances athletes' physical skills, decision-making abilities, and positive sporting behaviours to enable success in school-based competitions and beyond.</li><li>• Instils discipline, commitment, and goal-setting practices in student athletes, fostering individual and team achievement.</li><li>• Creates an inclusive and supportive team environment where all members feel valued.</li><li>• Maintains clear and constructive communication with players, staff, parents, and the wider College community.</li><li>• Collaborates effectively with all members of the St Peters Sports program to provide students with successful and enjoyable sporting experiences.</li><li>• Serves as a positive role model for student athletes, demonstrating integrity and professionalism.</li><li>• Works in consultation with the Head of Sport and Sport Coordinators to develop, implement, and promote the assigned sport program.</li></ul>
<b>Key Accountabilities</b>	<ul style="list-style-type: none"><li>• Keep an accurate record of player attendance for games and training sessions.</li><li>• Record and submit game results and relevant player information to the Head of Sport in a timely manner.</li></ul>



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	<ul style="list-style-type: none"><li>• Report accidents, injuries, or incidents in accordance with College procedures.</li><li>• Assist with the planning of skill-appropriate coaching programs that stimulate player and team development.</li><li>• Deliver training sessions based on level of development and student needs. Plan and organise training sessions and trials to assist the Head of Sport in team selection and team submission to the appropriate organisation.</li><li>• Maximise participation and emphasise both technical and tactical aspects of the game.</li><li>• Assist with equipment, preparation, and delivery of training sessions, sporting events, and College carnivals as required.</li><li>• Ensure that players have the correct safety equipment, are correctly attired, and behave in the appropriate manner in line with the College's policies.</li><li>• Responsible for on-field behaviour of players and deal with any minor breaches of behaviour by players or spectators. More serious problems should be reported to the Coordinator or immediate Supervisor.</li><li>• Provide fair opportunities for students to demonstrate their talents in selecting players for teams.</li><li>• Be punctual, organised, and present for all rostered shifts, training sessions, and games.</li><li>• Maintain appropriate professional attire at all training sessions and games, in line with the College's dress code.</li><li>• Promote team spirit, sportsmanship, fair play, and observe the etiquette of the game.</li><li>• Work collaboratively within the coaching team to manage home game operations, including the setup and pack-down of facilities and equipment.</li><li>• Be familiar with the sports-specific By Laws and Workplace Health and Safety – Risk Assessment requirements.</li><li>• Perform other reasonable duties as requested by Senior Leadership Team Members or Head of Sport, Springfield</li></ul>
<b>Selection Criteria</b>	<p><b>SC1 - Qualifications and Experience</b></p> <ul style="list-style-type: none"><li>• Completion of Diploma level qualification/Certificate IV with relevant work experience, or completion of Certificate III with extensive work experience, or an equivalent combination of relevant experience and/or education/training.</li><li>• Possession of coaching qualifications, at minimum Level 1 Coach Accreditation and appropriate sporting discipline specific experience.</li><li>• Current First Aid Certificate is desired, and an understanding of risk management/injury prevention.</li></ul> <p><b>SC2 - Demonstrate the ability to communicate effectively</b></p> <ul style="list-style-type: none"><li>• Must have strong written communication, organisation, and interpersonal skills.</li><li>• Must be able to clearly convey instructions and provide constructive feedback to students, staff, and parents.</li><li>• Must be able to maintain professional relationships and offer clear guidance within the sporting environment.</li></ul>



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	<p><b>SC3 – Teamwork, Coaching Delivery, and Student Development</b></p> <ul style="list-style-type: none"><li>• Demonstrated ability to build and maintain relationships with staff, students, and parents at St Peters and in the wider community.</li><li>• Demonstrated ability to assist in the delivery of coaching programs, training sessions, and competitions that meet student needs and support the College's sporting objectives.</li><li>• Demonstrated ability to monitor student progress, provide constructive feedback, and adapt coaching methods under guidance to enhance individual and team development.</li></ul> <p><b>SC4 - Personal capabilities</b></p> <ul style="list-style-type: none"><li>• Demonstrated ability to exemplify care, dignity, and respect, delivered through high personal accountability for professional workplace conduct.</li><li>• Demonstrated commitment to reach their own potential (Plus Ultra) and in manner that aligns with the College's strategic and operational objectives and values.</li></ul> <p><b>SC5 – Christian Ethos</b></p> <ul style="list-style-type: none"><li>• An understanding of, respect and demonstrable support for the College's Christian ethos.</li></ul>
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<b>Job Details</b>	
<b>Position Status</b>	Casual
<b>Classification</b>	Level 3 Instructional Services Grade 2 Pay Point: Level 3.1
<b>Hourly Rate</b>	\$35.16 (gross) per hour inclusive of 25% casual loading <b>Terms and Conditions</b> – Please refer to the Employment Contract and <a href="#"><u>Educational Services (Schools) General Staff Award 2020</u></a>
<b>Superannuation</b>	12.75% employer contribution from 1 July 2025
<b>Location</b>	St Peters Lutheran College – Springfield 42 Wellness Way Springfield Central QLD 4300  Travel to different locations to fulfil the requirements of their position may be required. This includes training sessions and competition day(s) held in different locations and on premises owned by external parties.



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<b>Professional Behaviours</b>	<p>Applicants are expected to respect and uphold the College's Mission of "Excellence in Christian Co-Education", support the Christian ethos of St Peters Lutheran College, and uphold the Code of Conduct and Valuing Safe Communities standards.</p> <p>All employees are expected to demonstrate courtesy, co-operation and teamwork with fellow members of staff, and actively and effectively participate in reasonable directions provided.</p>
<b>Child Protection</b>	<p>All employees of St Peters are required to complete annual Child Safety Training. New employees must complete this training upon commencement, and/or provide certificate of completion from previous workplace.</p> <p>Employees must understand and adhere to the College's Child Protection Policy and Procedures.</p>
<b>Health &amp; Safety</b>	<p>All employees are required to take reasonable measures to protect their own health, safety and wellbeing, and that of others, and to follow all reasonable Health and Safety policies, guidelines, and directions.</p> <p>A sport coach holds additional accountability for operational management of safe work practices for the sport program.</p>
<b>Policies &amp; Procedures</b>	<p>Employees are expected to understand and act in accordance with St Peters policy and procedure documents that are available on the College's intranet, relevant legislation and directions within the employment contract and/or <i>Queensland Lutheran Schools Single Enterprise Agreement</i> and take the responsibility to maintain currency with these.</p>
<b>Compliance Requirements</b>	<p>Right to work in Australia</p> <p>Current Blue Card and/or Queensland College of Teachers Registration.</p> <p>Identified positions will require additional security clearances. All successful candidates will be required to obtain and maintain currency and levels of security clearance.</p> <p>Timely completion of mandatory training requirements and training relevant to their role.</p>
<b>Other Relevant Information</b>	<p>The College will conduct relevant and required applicant checks which includes and is not limited to, contacting current and previous employer(s) to substantiate employment history, past conduct and performance.</p> <p>St Peters Lutheran College aims to be a preferred employer by fostering and valuing diversity, ensuring equitable and fair treatment for all, and respecting and upholding human rights.</p> <p>The College is committed to increasing the participation rate of Aboriginal and Torres Strait Islander people through best-practice recruitment methods and producing positive training and employment outcomes for Aboriginal and Torres Strait Islander people within the wider communities.</p>



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	The collection and handling of information will be consistent with the requirements of the <i>Privacy Act 1988</i> .
<b>Further Information</b>	Further information about St Peters can be found at <a href="http://www.stpeters.qld.edu.au">www.stpeters.qld.edu.au</a>

October 2025