



ST HILDA'S SCHOOL
GOLD COAST

Position Description

Strength & Conditioning Coach

Strength and Conditioning Coach

Position Title	Strength and Conditioning Coach
Date Issued	February 2026
Classification	Coach - Specialist
Reports to	Director of Sport
Direct Reports	Nil

School Ethos

At St Hilda's School, we embrace our Anglican traditions as a guiding influence, shaping a community that thrives in our dynamic, interconnected world. Our mission is straightforward – to nurture active citizenship and equip individuals with the skills to excel in a rapidly changing landscape.

Recognising the unique strengths of each student, we advocate for a personalised approach to education, offering diverse pathways for academic excellence, vocational education, and early tertiary study. Our curriculum is enriched by a variety of co-curricular and extra-curricular activities, ensuring a comprehensive and well-rounded educational experience.

St Hilda's School offers a rigorous learning environment, which is active, creative and innovative, targeted at developing the whole person. We seek to share with the girls the values, knowledge, skills, voice and faith to enrich our world for living our motto, *Non-Nobis Solum, Not for Ourselves Alone*.

1. Position Purpose

The Strength and Conditioning Coach is responsible for the design, delivery, and ongoing evaluation of age-appropriate, evidence-based strength and conditioning programs that support the physical development, performance, and wellbeing of St Hilda's students across all year levels and all sports at St Hilda's School. Working closely with the Director of Sport, sports coaches, and relevant support staff, the Strength and Conditioning Coach will ensure students are prepared to train and compete safely, reduce injury risk, and develop lifelong physical literacy. The role emphasises education, injury prevention, and progressive athlete development, while fostering a positive, inclusive, and athlete-centred performance environment aligned with school values.

The Strength and Conditioning Coach plays a vital role in developing not just stronger athletes at St Hilda's School, but more confident, capable, resilient, and health-conscious young women across all levels of participation, who will carry these benefits far beyond their competitive years.

2. Reporting Relationships

The Strength and Conditioning Coach reports to the Director of Sport, and ultimately to the Principal.

3. Key Relationships

The Strength and Conditioning Coach is expected to effectively consult and communicate with the Director of Sport in regards to both strategic and daily operational aspects of athletic and sports performance development for the School.

Key stakeholder relationships are to be established and maintained with:

- Principal
- Director of Sport
- Assistant Director of Sport / Head of Rowing
- St Hilda's Coaches
- Head of Faculty – Health and Physical Education
- Students.

4. Accountabilities and Responsibilities

The Strength and Conditioning Coach's duties include but are not limited to:

Program Design, Development and Implementation

- Lead the planning and delivery of the St Hilda's strength and conditioning program in collaboration with the Director of Sport, and other members of the sport and coaching faculty
- Develop specialised strength and conditioning programs tailored to different sports teams, age groups, skill levels, seasonal demands, and individual athletic goals
- Create seasonal training plans that complement the School's sports programs and athletic calendar addressing strength, power, speed, agility, endurance and competition readiness
- Implement progressive training protocols that emphasise proper movement patterns and technique
- Implement progressive training protocols that emphasise correct movement patterns, technique, and long-term athlete development
- Apply sound periodisation and load-management principles to maximise athlete wellbeing, availability, and performance within a school timetable.

Coaching and Athlete Development

- Conduct individual and group strength and conditioning sessions in both gym-based and field-based environments
- Teach proper exercise techniques, safe training habits, confidence in movement, safety protocols and equipment usage
- Educate the students in regard to proper nutrition principles, recovery strategies and training methodologies so that they understand the science behind their development
- Provide coaching, feedback, and motivation during training sessions to maximise effectiveness while maintaining a safe environment for the students
- Adapt exercises and programs based on student ability levels and physical limitations
- Adapt programs based on athlete readiness, training loads, growth and maturation, and individual needs, with particular consideration for female adolescent development.
- Promote healthy positive attitudes and sportsmanship toward sport and competition.

Assessment and Monitoring

- Perform baseline fitness assessments and regular progress evaluations where relevant
- Track performance metrics and maintain detailed training records
- Conduct movement screenings to identify potential injury risks
- Monitor student training loads and recovery to prevent overtraining
- Provide end of season reviews to continue to further develop and strengthen the St Hilda's School sporting program and athlete development.

Injury Prevention and Return to Play

- Support injury-prevention strategies in consultation with physiotherapists and coaching staff
- Design and deliver reconditioning and modified training programs aligned with medical advice and sporting requirements
- Contribute collaboratively to return-to-play decisions using objective measures, professional judgement, and student wellbeing considerations

- Monitor athlete progression to ensure safe, appropriate, and confident return to full participation.

Safety and Risk Management and Professional Standards

- Ensure a safe and supportive training environment through appropriate facility management and regular equipment checks and maintenance
- Develop, implement, and enforce safety protocols, emergency procedures, and best practice risk-management strategies
- Teach and reinforce safe equipment usage and training behaviours at all times
- Maintain current First Aid and CPR certification
- Report and document any injuries, incidents, or concerns in accordance with School policies and child-safe standards
- Uphold school values, duty of care obligations, and professional standards when working with students.

Collaboration and Communication

- Work closely and collaboratively with the Director of Sport and other members of the sport and coaching faculty to ensure alignment across programs
- Maintain open, clear, and professional communication with coaches regarding training loads, student progress, and program objectives
- Communicate appropriately with parents regarding student participation, progress, and expectations, in line with School policies.
- Collaborate with school administration on facility planning, equipment needs, and resource allocation.
- Participate actively in staff meetings, planning sessions, and whole-school sporting initiatives.

Other duties as may be required from time to time:

Given the dynamic environment in which the School exists, the Principal reserves the right to alter the position description at any time to reflect emerging priorities and needs. Every effort will be made to consult regarding such alterations.

5. Personal and Professional Development

- Attend all compulsory training sessions provided by the School
- Actively seek performance feedback and other opportunities for personal and professional development
- Attend professional courses where applicable.

6. Student Care and Growth

All staff of St Hilda's School are expected to contribute to a positive, growth culture for students as they develop through the stages of childhood and adolescence. Learning comes from all activities, and pastoral care is an integral part of academic growth.

7. Pastoral Care

- Take responsibility for the pastoral needs, duty of care and standards of behaviour of all students inside and outside the classroom.
- Insist on just actions and encourage gentleness, kindness and integrity in interpersonal relationships
- Report irresponsible or improper behaviour that is beyond normal classroom management techniques as appropriate.
- Exhibit personal behaviour reflective of the ethos and Christian foundations of the School, including attendance at Staff Eucharist services.

8. Qualifications and Mandatory Requirements

- Level 2 Strength and Conditioning accreditation (or equivalent)
- Strong understanding of adolescent growth, development, and the physical and psychological needs of female athletes.
- Minimum Intermediate level Microsoft Office skills
- Current Driver's License
- Current First Aid and CPR
- Current Paid Blue Card (Working with Children Check).

Desirable

- Tertiary qualification in Human Movement, Exercise Science, Sports Science, or a related field
- Minimum two years' experience working in a school sport environment, particularly with female athletes
- Demonstrated experience working within a multidisciplinary team to support injury management and return-to-sport planning.

9. Personal Qualities

- Ability to motivate and inspire students of varying fitness levels
- Ability to lead by example and accept direction, and take responsibility for tasks and be able to perform duties independently
- Patience and adaptability when working with diverse student populations
- Commitment to ongoing professional development and evidence-based practice
- Show initiative and flexibility in the realms of team spirit in order to reach desired outcomes
- Excellent interpersonal and communication skills, with the ability to build positive relationships across the school community
- Adaptability and flexibility to respond to the changing needs of the school environment
- A collaborative approach, working with staff across all departments.

10. Student Protection in Anglican Schools

This position involves working with children. The appointment of a successful applicant will be subject to satisfactory pre-employment screening for child related employment in accordance with the law and related St Hilda's School policies. All applicants should read and familiarise themselves with School's Child and Youth Risk Management Strategy which can be accessed on the School's website.

Anglican Schools and Education & Care Services are committed to providing environments where children and young people receive the highest standard of care, where their rights are supported, and they have the opportunity to thrive and be fruitful. Such environments nurture and safeguard the intelligence, dignity, safety and wellbeing of each child or young person, by placing them at the centre of thought, values and actions.

As reflected in our Ethos, our vocation is education, driven by a vision of humanity, shaped by the image of God made visible in Jesus, present in every human being.

- Every child: made in the image and likeness of God.
- Every child: loveable and loved, unique and unrepeatable.
- Outstanding education for the flourishing of people and the good of community.

Our faith is lived. We are hospitable and welcoming communities, who embody compassion, kindness, fairness, justice and love, and where exceptional pastoral care is practised. Working and serving the best interests of children and young people is in everyone's best interest. This is achieved through sustaining living and learning environments that are safe, supportive and stimulating.

Specifically, we:

- place emphasis on genuine engagement with children and young people;
- create conditions that reduce the likelihood of harm to children and young people;
- create conditions that increase the likelihood of identifying harm; and
- respond to any concerns, disclosures, allegations or suspicions.

This commitment is sought to be consistently reflected through the decisions and behaviour of all persons within the School or Service, who are guided by effective governance, policies, tools and processes. This fosters a child safe culture, where acting in children and young people's best interests is at the heart of what we do.

11. Workplace Health and Safety

To comply with WHS 2011 legislation, all employees are responsible for the safety of themselves, students, visitors, volunteers and fellow staff members. They must:

- Report any hazards or potential hazards, and incidents immediately;
- Co-operate in any emergency drills and safety audits;
- Undertake WHS training as required;
- Follow all safety procedures and instructions;
- Lodge risk assessments for all external and internal risk activities and
- Not introduce any equipment, materials, appliances or chemicals to the School that do not meet the required safety standards

St Hilda's School is an equal opportunity employer and is committed to providing a safe and healthy workplace free from discrimination, harassment and bullying.



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