



Position Description

Position Title	Head Coach
Department	Sport
Reports to	Assistant Director of Sport
Direct Reports	Boys/Girls Sport Coordinator, Coordinator
Purpose and Objectives	<p>St Peters Lutheran College is the pre-eminent coeducational day and boarding school in Brisbane.</p> <p>The primary purpose of all staff members is to actively support and assist in the delivery of the Mission of St Peters Lutheran College 'Excellence in Christian Coeducation' so that fine young St Peters people are formed.</p> <p>For the Head Coach, this is achieved by –</p> <p>Planning and delivering high-quality coaching that enables students to realise their learning potential and empower them to become life-long learners. The position of Head Coach works across all teams and age groups, and their Coaches, for an assigned sport to plan and implement a season strategy and coaching methodology.</p> <p>Reporting to the Assistant Director of Sport the Head Coach is an important role in a small team responsible for providing quality coaching aligned to the College's Strategic Intent to allow students to learn and develop each and every day.</p> <p>This is an exciting role for an individual with relevant qualifications and experience in sport coaching within an educational environment, who is committed to contributing to the ongoing success of St Peters Lutheran College.</p> <p>Working under the broad supervision of Assistant Director of Sport, you will actively contribute to a positive workplace culture and ensure that you achieve highest standards of performance and integrity and foster genuine partnerships across all levels of stakeholders to deliver College outcomes.</p>
Key Accountabilities	<ul style="list-style-type: none"> • As a member of the Sports Department, provide leadership and role modelling to achieve high standards of performance, accountability, collaboration, ethics, and integrity, and coach and develop other staff to ensure highest standards of sport coaching and coordination are delivered at the College. • Collaborate with Girls/Boys Sport Coordinator, Sport Coordinator and all Coaches to deliver the agreed seasonal program. • Lead the development of the season plan and set the overall direction, including game play, student experience goals, student athletic development and coaching technique. • Monitor the delivery of the program across all teams throughout the season (for the assigned sport), considering both student outcomes and Coach development. Coach the 1st/Open Team within the program, where required. Draw on extensive playing and/or coaching experience and relevant qualifications in the sport, while operating



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	<p>within the framework set by the Sports Department. Contribute to a positive sporting experience for students.</p> <ul style="list-style-type: none"> • Monitors and supports Coaches to plan and prepare with their own session planning, competition day(s) strategy and selection of appropriate equipment in line with the strategy set for the sport overall. • Observe a variety of teams throughout the season at training sessions and competition day(s) and provide instruction for modifications required. • Adjust and communicate season objectives and plans as required, considering factors such as student age, skill level, individual circumstances, training progression, competition outcomes, and coaching capability. • Apply a range of interpersonal communication skills to adapt and support each Coach to achieve the objectives set, demonstrating flexibility with learning and communication style. Achieve this by: <ul style="list-style-type: none"> ○ Applying extensive playing and/or coaching experience and relevant qualifications in the sport; ○ Collaborating actively with the Coaching Coordinator and Sport Coordinator. • Carry out responsibilities and coaching in a manner that fosters a team environment where each team member is included, valued, motivated and supported. • Exercise a high level of discretion and judgement, recognising that the role impacts both student experience and Coach performance. • Provide clear instruction and constructive feedback to Coaches to support the effective delivery of the season program, in partnership with the Sport Coordinator as the formal people leader. • Escalate any duty of care or performance concerns relating to Coaches to the Sport Coordinator and Coaching Coordinator in a timely manner. • Demonstrates a collaborative, team-oriented approach when working with the Sport Coordinator and other members of the Sport Department, contributing to the achievement of shared objectives and ensuring a seamless experience for students and their caregivers. • Model a positive and appropriate sporting mindset and approach for student athletes. • Manage all health and safety matters, both potential and actual, in accordance with College policies, procedures, and duty of care obligations • Attend training sessions and competition day(s) punctually and as rostered.
<p>Selection Criteria</p>	<p>These selection criteria will form the basis to assess applicants for short-listing and determine the successful candidate.</p> <p>SC1- Demonstrate competency for student wellbeing and safety</p> <ul style="list-style-type: none"> • Demonstrates an understanding of duty of care responsibilities for students. • Demonstrates an emerging competency of being able to engage and interact with students in an age appropriate and professional manner. • Proven experience coaching across multiple age groups, with a sound understanding of age-appropriate development and communication.



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SC2 - Qualifications and Experience

- Significant experience coaching, including coaching multiple age groups and team skill levels in the assigned sport.
- Proven end-to-end season experience managing athletes, teams, and Coaches. Demonstrates working knowledge of sport rules, techniques and strategies.
- Demonstrates knowledge of sport specific by laws and relevant WHS requirements and risk management.
- Holds relevant coaching qualifications, which will be considered alongside practical experience. Specific qualifications are mandatory when required by an external authority, such as for rugby, high jump, strength training, or rowing (boat skipping). Current First Aid Certificate is desired.

SC3 - Demonstrate the ability to communicate effectively

- Strong verbal communication skills, including the ability to give and receive constructive, professional feedback to students, Coaches, and stakeholders.
- Excellent organisational skills to support effective communication and coordination.
- Well-developed interpersonal skills, including the ability to appropriately escalate queries and concerns to the relevant staff members.
- Demonstrated experience and competence in both written and verbal communication across a range of contexts.

SC4 - Demonstrate the ability to work as a member of a successful team

- Ability to establish and maintain professional relationships with employees, students, caregivers and represent the College professionally both onsite and at external venues.
- Proven experience working with multiple stakeholders to deliver results.

SC-E1 - Personal capabilities

- Demonstrated ability to exemplify care, dignity and respect, delivered through high personal accountability for professional workplace conduct
- Demonstrated commitment to reach their own potential (Plus Ultra) and in manner that aligns with the College's strategic and operational objectives and values.

SC-E2 - Christian Ethos

- An understanding of, respect and demonstrable support for the College's Christian ethos.



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Position Status	Casual
Classification	Classification – Instructional Services Level 5 – Grade 4 or Higher Salary – To be discussed with Successful Candidate
Annual Salary	Terms and Conditions – Please refer to the Employment Contract, which may or may not include reference to the Queensland Lutheran Schools Single Enterprise Agreement 2024 .
Superannuation	12.75% employer contribution from 1 July 2025
Location	St Peters Lutheran College – Indooroopilly 66 Harts Road, INDOOROPILLY QLD 4068
Professional Behaviours	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. 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.
Child Protection	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. Employees must understand and adhere to the College's Child Protection Policy and Procedures.
Health & Safety	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. Managers hold additional accountability for operational management of safe work practices in their area, including making appropriate resources, information, and training available to their team members.
Policies & Procedures	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 Queensland Lutheran Schools Single Enterprise Agreement and take the responsibility to maintain currency with these.
Compliance Requirements	Right to work in Australia Current Blue Card and/or Queensland College of Teachers Registration. Identified positions will require additional security clearances. All successful candidates will be required to obtain and maintain currency and levels of security clearance.



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	Timely completion of mandatory training requirements and training relevant to their role.
Other Relevant Information	<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> <p>The collection and handling of information will be consistent with the requirements of the <i>Privacy Act 1988</i>.</p>
Further Information	Further information about St Peters can be found at www.stpeters.qld.edu.au

March 2026