



Position Description

Position Title	Assistant Swimming Coach
Department	Sport
Reports to	National Age Head Coach
Direct Reports	N/A
Purpose and Objectives	<p>St Peters Lutheran College is the pre-eminent coeducational day and boarding school in Brisbane.</p> <p>The position of Assistant Swimming Coach assists in the delivery of St Peters Western Swim programs for Junior and Senior Squads. The role contributes to the efficient and effective operation of the College's swimming programs, both during and in preparation for the AIC and QGSSSA school swimming seasons and assists in fulfilling the responsibilities of the Assistant Coach for the <i>St Peters Western Amateur Swimming Club</i>.</p> <p>Reporting to the National Age Head Coach, the Assistant Swimming Coach is an experienced role within a small team. The position supports program delivery across school and club contexts, aligned with the College's Strategic Intent to deliver excellence in Christian co-education and student development.</p> <p>This is an exciting opportunity for an experienced swimming coach to contribute to the sporting success and wellbeing of students within the St Peters Western Amateur Swimming Club.</p> <p>Working under the direct supervision of the National Age Head Coach, you will contribute to a positive workplace culture, uphold high standards of performance and integrity, and foster strong partnerships with students, parents, staff, and the wider swimming community to deliver College outcomes.</p> <p>Key to the success of this role is strong technical swimming knowledge, the ability to support swimmers across a range of skill levels, effective communication and teamwork, sound organisational skills, and a commitment to the College's Christian ethos and child safety standards.</p>
Key Accountabilities	<p>To assist in the delivery of the St Peters Swim programs:</p> <ul style="list-style-type: none"> • Contribute to a positive sporting experience for students. • Uphold standards and boundaries required for student safety and wellbeing, escalating any potential or known risks. • Implement programs which are skill- and ability-based, from school-based swimming through to senior state and national level. • Assist in the delivery of programs in which each swimmer trains in an appropriate squad of equivalent ability, skill level, dedication, fitness, competitive desire, and love for the sport of swimming. • Actively participate in training, with an emphasis on skills, stroke correction, technique, and improvement. • Aid in the selection of the SPLC AIC and QGSSSA swim teams. • Conduct pre-carnival warm-ups, College Championships, start-of-season swim camps, pre-season competitions, holiday training programs, and attend official



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	<p>end-of-season presentations.</p> <p>Attend the following school competitions:</p> <ul style="list-style-type: none"> • Northern Eagles District Swimming Trials • Metropolitan West Primary and Secondary Regional and State Championships • AIC (including warm-up meets, as directed) • QGSSSA (including warm-up meets, as directed) • St Peters Inter-House Carnivals. • Ensure relevant student records (rolls) are maintained and provided to the St Peters Business Office to assist with the collection of swimming monthly fees. <p>To ensure the efficient and effective operation of the St Peters Western Swimming program:</p> <ul style="list-style-type: none"> • Conduct multiple sessions per week under the guidance of the permanent coaching staff. • Manage and prepare results of SPW swimmers and assist in the development of reports and articles for College publications and promotion. • Complete necessary reports for injuries or accidents relating to the pool environment, ensuring all processes are adhered to. • Promote the College swimming program through enrolment, marketing, and publication opportunities across the College. • Attend coaches' meetings, coordinators' meetings, and parent support group meetings as required. • Measure and record pool water quality and temperatures. <p>Fulfil the responsibilities of Assistant Coach:</p> <ul style="list-style-type: none"> • Liaise with the Head Coach Swimming to ensure the needs of the club are fully met with respect to coaching. • Undertake further duties as mutually agreed with <i>the St Peters Western Amateur Swimming Club</i> and College administration. • Assist with the running of daily training, including dry land training, and support the Head Coach and Assistant Head Coach during pool sessions. <p>To represent the College and St Peters swimming in the wider community.</p> <ul style="list-style-type: none"> • To be the College representative for swimming at various forums within the college and in the wider community. • To ensure the College is represented appropriately in the organisations linked with SPLC and the <i>St Peters Western Amateur Swimming Club</i>. • Undertake administrative processes and other tasks as directed to support the effective achievement of College outcomes, ensuring all College policies and procedures (including financial management, occupational health and safety, and conduct) are complied with.
<p>Key Relationships</p>	<p>Internal: Sport Department</p> <p>External: Parents, External Club Representatives</p>



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<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: Experience and qualifications</p> <ul style="list-style-type: none">• SWIM Australia Foundation Coach Accreditation (minimum requirement)• Demonstrated experience coaching swimmers across both school-based and club swimming environments.• Experience preparing swimmers for school and club competitions, including pathways to State and National level performance. <p>SC2: Knowledge, skills and capabilities</p> <ul style="list-style-type: none">• Strong understanding of the technical aspects of competitive swimming, including stroke mechanics, starts, turns and finishes.• Ability to develop and implement inclusive, skill- and ability-based training programs that cater to a diverse range of swimmers.• Proven ability to foster a positive, inclusive and high-performance training environment.• Strong communication and interpersonal skills, with the ability to liaise effectively with students, parents, staff, coordinators, external club representatives and office bearers from the College and from St Peters Western Swimming Club.• Demonstrated teamwork and collaboration skills, with the capacity to work positively within a coaching team and support the College's ethos.• Well-developed time management and organisational skills, with the ability to work under pressure, meet deadlines and adapt to change.• Strong computer literacy, including proficiency in Microsoft applications and database use. <p>SC3: Personal capabilities</p> <ul style="list-style-type: none">• 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-More Beyond) and in manner that aligns with the College's strategic and operational objectives and values. <p>SC4: Christian Ethos</p> <ul style="list-style-type: none">• An understanding of, respect and demonstrable support for the College's Christian ethos.
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Position Status	Casual
Hours of Duty	The hours and days of work for each engagement will be determined on an as needs basis by the College and as per any roster issued.
Classification	<i>Educational Services (Schools) General Staff Award 2020</i> Coach – Instructional Services Level 3, Grade 2
Annual Salary	\$35.16 - 35.80 base hourly rate of pay per annum plus Superannuation. Terms and Conditions – Please refer to the Employment Contract, which may or may not include reference to the Education Services (Schools) General Staff Award 2020 .
Superannuation	12.75% employer contribution from 1 July 2025
Location	St Peters Lutheran College – Indooroopilly 66 Harts Road, INDOOROOPIILLY 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 <i>Queensland Lutheran Schools Single Enterprise Agreement</i> and take the responsibility to maintain currency with these.



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Compliance Requirements	<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>
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	<p>Further information about St Peters can be found at www.stpeters.qld.edu.au</p>

5 May 2026