

Chairo Christian School

ABN 12 451 824 370

CHAIRO PARENT GOVERNED CHRISTIAN EDUCATION LTD. ACN 659 952 299

POSITION DESCRIPTION

~ Strength and Conditioning Coach ~

Title	Strength and Conditioning Coach
Appointed by	The Executive Principal
Responsible to	The Campus Principal through the Head of Sport and Physical Education

RESPONSIBILITIES AND DUTIES

Overview

The Strength and Conditioning Coach is responsible for designing, implementing, and supervising safe and effective strength, conditioning, and injury prevention programs for student-athletes. The role focuses on enhancing athletic performance, supporting physical development, and promoting overall health and wellbeing across school sports programs.

General Expectations

Teamwork within the Organisation

As a team player in this organisation the staff member will use their professional knowledge to assist in further developing and maintaining a workplace for staff that:

- Is founded on the person of Jesus Christ and honours Him in all that we do.
- Reflects a community in which Christian love and concern are woven into the task of learning and team work.
- The successful applicant is required to:
 - Be an active Christian who regularly and frequently attends a Christian church or fellowship
 - Uphold, support, and actively promote the values and ethos of the School.
 - Be supportive of, in agreement with, and willing to adhere to the Constitution of the Company.
 - Model a lifestyle that reflects Christian practice and beliefs in your everyday work and interactions
 - Work positively towards the success of School activities and traditions.
 - Help maintain a positive and enthusiastic work environment.
 - Be aware of your membership in the Christian community and respect and support the directions of the School through the leadership of the Board and Principal.
 - Participate in Performance Management processes to continue developing skills.
 - Ensure your knowledge and skills are current and that your work contributes to the learning and spiritual needs of the students.

Practical Application of Expectations:

In fulfilling the responsibilities outlined above, the staff member will:

- Model Christian faith and character through professional practice, conduct, and relationships within the School community.
- Act consistently in the best interests of the School, upholding its ethos, values, and reputation.
- Support School leadership and represent the School positively within the wider community.

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- Demonstrate professional communication, using appropriate and respectful channels at all times.

Specific Areas of Responsibility

The following are the key areas of responsibility for the Strength and Conditioning Coach and will form the basis of ongoing review.

Program Development & Delivery

- Design age-appropriate strength and conditioning programs for various sports and skill levels.
- Deliver structured training sessions throughout the school term.
- Integrate conditioning, strength training, mobility, and recovery strategies.
- Modify programs to suit individual student needs, abilities, and injury status.

Athlete Development

- Support the physical development of student-athletes (strength, speed, agility, endurance).
- Educate students on proper technique, safe lifting practices, and injury prevention.
- Foster a positive training culture focused on effort, discipline, and resilience.

Collaboration

- Work closely with school staff to align conditioning programs with team goals.
- Communicate student progress with relevant staff.

Safety & Compliance

- Ensure all sessions follow safety standards and risk management protocols.
- Supervise students at all times during training sessions.
- Maintain equipment and facilities in safe working condition.
- Comply with school policies, child safety standards, and duty of care obligations.

Monitoring & Assessment

- Conduct fitness testing and performance assessments.
- Track and analyse student-athlete progress.
- Use data to refine and improve training programs.

Education & Wellbeing

- Promote healthy lifestyle habits including nutrition, sleep, and recovery.
- Provide guidance on injury prevention and long-term athletic development.
- Support student wellbeing and inclusion in physical activity.
- Design age-appropriate strength and conditioning programs for various sports and skill levels.

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Child Safety Responsibilities

All staff members are required to be familiar with the contents of our Child Safety and Wellbeing Policy and with their legal obligations with respect to the reporting of child abuse. It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the school's Child Protection Officers.

Child Safety specific experience, qualifications and attributes

- Display a high level of integrity and trust
- Ability to role model the school's values
- Experience in working with children
- An understanding of appropriate behaviours when working with children.

Standards of Performance

Performance will be measured using the Areas of Responsibility and will be determined against evidence of the following particular standards.

- Achievement in relation to the duties outlined in the Position Responsibilities (above);
- Contribution towards the development of distinctively Christ-centred workplace culture;
- Maintaining appropriate confidentiality and professionalism in carrying out the role;
- Upholding the dignity of the position.

An annual Pathways process will be conducted to facilitate feedback, professional development and guide training opportunities.

Required skills, experience and capacity

- Bachelor's degree in Exercise Science, Sports Science (or undertaking)
- Accredited Strength and Conditioning certification (e.g., ASCA, NSCA)
- Experience working with youth or school-based athletes
- Current First Aid and CPR certification
- Valid Working With Children Check (or equivalent in your region)
- Strong understanding of youth athletic development principles
- Ability to engage and motivate students of varying ability levels
- Excellent communication and interpersonal skills
- High level of professionalism and commitment to student safety
- Organisational and time management skills