



## Position Description

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| <b>Position Title</b>         | <b>Head Coach – Australian Rules Football</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Department</b>             | Sport Department                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Reports to</b>             | Assistant Director of Sport/ Boys Sport Coordinator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Direct Reports</b>         | Coaches, Assistant Coaches                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Purpose and Objectives</b> | <p>St Peters Lutheran College is the pre-eminent coeducational day and boarding school in Brisbane.</p> <p>The position of the Head Coach is responsible for leading, managing, and developing the Australian Rules program to achieve success both on and off the field. This includes fostering a positive team culture, ensuring high-quality coaching standards, and supporting the holistic development of athletes.</p> <p>As a member of the Sports Department, the Head Coach works with a number of stakeholders to role model and demonstrate, accountability, collaboration, ethics, and integrity to ensure highest standards of sport coaching and coordination are delivered at the College.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Key Accountabilities</b>   | <p><b>Coaching and Athlete Development</b></p> <ul style="list-style-type: none"> <li>Plan, deliver, and evaluate effective training sessions and game strategies</li> <li>Develop athlete skills, fitness, and tactical understanding appropriate to age and ability level</li> <li>Foster an environment that promotes enjoyment, teamwork, discipline, and respect</li> <li>Provide individual feedback and development plans to athletes</li> <li>Monitor athlete performance and progression throughout the season</li> </ul> <p><b>Leadership and Culture</b></p> <ul style="list-style-type: none"> <li>Model and uphold the values, standards, and expectations of the College</li> <li>Lead the coaching team, delegating responsibilities appropriately</li> <li>Build a strong team culture that encourages inclusiveness, resilience, and sportsmanship</li> <li>Promote athlete wellbeing, balancing sporting performance with education, health, and personal growth</li> </ul> <p><b>Program Management</b></p> <ul style="list-style-type: none"> <li>Develop a season plan including training schedules, competition preparation, and athlete management</li> <li>Collaborate with assistant coaches, support staff, and managers to ensure smooth program delivery</li> <li>Ensure compliance with organisational policies, codes of conduct, and safety procedures</li> <li>Manage equipment, facilities, and resources effectively</li> <li>Provide input into athlete selection and team lists</li> </ul> <p><b>Communication and Stakeholder Engagement</b></p> <ul style="list-style-type: none"> <li>Maintain regular communication with athletes, parents, staff, and relevant stakeholders</li> <li>Report on program progress, challenges, and outcomes to the Australian Rules Coordinator/Boys Sport Coordinator</li> </ul> |



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|                           | <ul style="list-style-type: none"> <li>Represent the program at meetings, events, and media opportunities when required</li> <li>Establish positive relationships with the wider sporting community</li> </ul> <p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>Stay up to date with coaching best practices, sport science, and industry trends</li> <li>Attend professional development workshops, seminars, or courses as required</li> <li>Mentor and support assistant coaches in their own development</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Selection Criteria</b> | <p>These selection criteria will form the basis to assess applicants for short-listing and determine the successful candidate.</p> <p><b>Experience and qualifications</b></p> <p><b>SC1:</b> A proven record of achievement in a similar sports leadership role and demonstrated extensive knowledge and experience in one or more of the College's sporting activities.</p> <p><b>Knowledge, skills and capabilities</b></p> <p><b>SC2:</b> Highly developed organisational, time management, analytical and problem-solving skills with the ability to manage and meet the demands of multiple tasks, competing priorities, and deadlines</p> <p><b>SC3:</b> Proven capability to build and sustain respectful relationships in teams to enable the collaborative delivery of outcomes, alignment of purpose and achievement of goals and targets.</p> <p><b>SC4:</b> Highly developed oral and written communication skills and demonstrated ability to develop respectful relationships with students, colleagues and parents at all levels and in alignment with College Pastoral care programs.</p> <p><b>SC5:</b> Demonstrated accountability for decision making in alignment with College policies and procedures, including a proven ability to ensure child safety and workplace health and safety of others, at all times.</p> <p><b>SC6:</b> Demonstrated personal integrity and ethical decision making, including an ability to exemplify care, dignity, and respect, delivered through high personal accountability for professional workplace conduct, in a sporting context.</p> <p><b>Personal capabilities</b></p> <p><b>SC7:</b> Demonstrated ability to exemplify care, dignity, and respect, delivered through high personal accountability for professional workplace conduct.</p> <p><b>SC8:</b> 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> <p><b>Christian Ethos</b></p> <p><b>SC9:</b> An understanding of, respect and demonstrable support for the College's Christian ethos.</p> |

## Position Description

| Job Details                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <b>Position Status</b>           | Casual                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Classification</b>            | <i>Educational Services (Schools) General Staff Award 2020</i><br>Head Coach – Instructional Services Level 5, Grade 4                                                                                                                                                                                                                                                                                                                          |
| <b>Hourly Rate</b>               | \$42.16 to \$44.18 per hour plus Superannuation.<br><b>Terms and Conditions</b> – Please refer to the Employment Contract, which may or may not include reference to the <a href="#">Queensland Lutheran Schools Single Enterprise Agreement 2024</a> .                                                                                                                                                                                         |
| <b>Superannuation</b>            | 12.75% employer contribution from 1 July 2025                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Location</b>                  | St Peters Lutheran College – Indooroopilly<br>66 Harts Road, INDOOROOPIILLY QLD 4068                                                                                                                                                                                                                                                                                                                                                            |
| <b>Professional Behaviours</b>   | 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.<br><br>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. |
| <b>Child Protection</b>          | 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.<br><br>Employees must understand and adhere to the College's Child Protection Policy and Procedures.                                                                                                                           |
| <b>Health &amp; Safety</b>       | 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.<br><br>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.           |
| <b>Policies &amp; Procedures</b> | 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.                                                                                    |
| <b>Compliance Requirements</b>   | Right to work in Australia<br><br>Current Blue Card and/or Queensland College of Teachers Registration.<br><br>Identified positions will require additional security clearances. All successful candidates                                                                                                                                                                                                                                      |



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

21 July 2026