

LIVING WATERS LUTHERAN COLLEGE JOB DESCRIPTION & EMPLOYEE SPECIFICATION

Position Title: Director of Sailing

College Department: Education/ Health and Physical Education

JOB DESCRIPTION – SECONDARY

1. Summary of the broad purpose of the job in relation to the College's goals. (Expected outcome and how it is achieved.)

The Director of Sailing (Sailing Master) is responsible for developing, leading and delivering a nationally accredited, world-class sailing programme that supports student engagement, achievement and wellbeing while advancing the strategic vision of Living Waters Lutheran College.

The role provides high-quality teaching, coaching and leadership across a range of sailing disciplines and performance pathways. Working in close collaboration with the Head of Health and Physical Education (HPE), the Director of Sailing develops and oversees the short and long-term objectives of the College sailing programme, including annual planning, competition schedules, performance pathways and community engagement initiatives.

The Director of Sailing nurtures, challenges and inspires students to develop a passion for sailing, excellence on the water, resilience, teamwork and personal growth. The role contributes to the College's mission, vision and values while supporting the strategic development of sailing as a distinctive programme within the College.

Within a context of job crafting, opportunities may exist to contribute to additional curriculum areas including Marine Studies, Vocational Education and Training (VET), Outdoor Education and Careers education.

2. Reporting / Working Relationships (To whom the person reports, staff for whom the person is responsible and other significant connections and working relationships within the College.)

The Director of Sailing works collaboratively with the Head of Health and Physical Education, reporting directly to the Dean of education Enterprise and Operations in 2027.

Sailing and Marine studies are subject to the standards required by the Dean of Teaching and Learning.

Deans report to the Head of Secondary school.

The Principal maintains overall responsibility for the strategic leadership and operation of the College.

The Director of Sailing works collaboratively with:

- Head of Health and Physical Education
- Dean of Teaching and Learning
- Dean of education enterprise and Operations
- Head of Secondary School
- College Leadership Team
- Teaching Staff
- Outdoor Education Staff
- Marine Studies Staff
- Students and Families
- Community Sailing Organisations
- Australian Sailing and affiliated bodies
- External coaching providers and sporting organisations

The Director of Sailing fosters respectful and professional relationships with students, families, staff, volunteers and external stakeholders in accordance with College expectations, child safeguarding requirements and legislative obligations.

3. Extent of Authority

The Director of Sailing is responsible for the planning, implementation and ongoing development of the College sailing programme within the frameworks established by:

- Australian Sailing
- School Curriculum and Standards Authority (SCSA)
- Australian Curriculum
- College policies and procedures

The Director of Sailing exercises professional judgement in the delivery of teaching, coaching, student development and sailing programme management while working collaboratively with College leadership.

The Director of Sailing is responsible for the safety, wellbeing and development of students participating in sailing activities and must comply with all College policies and lawful and reasonable directions.

4. Statement of Key Outcomes & Associated Activities

Director of Sailing (Sailing Master)

The Director of Sailing provides high-quality teaching, coaching and programme leadership experiences that maximise student participation, performance and engagement while supporting the mission, vision and values of Living Waters Lutheran College.

Local Responsibilities

- Uphold and support the Lutheran ethos of the College in all interactions.
- Build positive relationships with students, staff, families and the wider College community.
- Model professionalism, integrity and behaviours consistent with the College's Christian values.
- Maintain strict confidentiality regarding student information and College matters.
- Support the pastoral needs, wellbeing and personal development of students.
- Promote a positive, inclusive and child-safe environment.
- Maintain a commitment to safeguarding and child protection requirements.
- Complete all administrative, assessment and reporting requirements in a timely manner.
- Participate actively in College events, co-curricular activities and professional learning opportunities.
- Comply with all workplace health and safety, safeguarding and risk management requirements.
- Undertake other duties reasonably related to the position as directed by the Principal or delegated leader.

Programme Leadership and Development

- Develop and implement short, medium and long-term strategic plans for the College sailing programme.
- Establish annual sailing calendars, regatta schedules, training programmes and development pathways.
- Develop individual and team performance plans for student sailors.
- Contribute to the ongoing development and review of the College's sailing strategy.
- Assist in positioning Living Waters Lutheran College as a leading educational provider in sailing development and performance.
- Foster partnerships with sailing clubs, governing bodies, sponsors and community organisations.
- Grow and promote the sailing community within the College through ambassador programmes, partnerships and outreach initiatives.

Teaching and Coaching Responsibilities

- Deliver high-level on-water coaching across sailing disciplines.
- Lead sailing training and development programmes including inter-school racing, team racing and match racing.
- Deliver classroom-based sailing theory, performance and tactical development programmes.
- Plan and implement sailing curriculum opportunities across year levels.
- Differentiate learning and coaching programmes to meet the needs of individual students.
- Deliver individual and small-group coaching sessions to support student development and performance.
- Inspire enthusiasm, participation and excellence in sailing from Kindergarten to Year 12.

Student Development and Performance

- Monitor and support student progression and achievement.
- Maintain accurate records of student participation, performance, regatta results and alumni achievements.
- Implement performance monitoring and review processes.
- Support students in balancing academic commitments with sporting development.
- Promote leadership, teamwork, resilience and personal excellence among student sailors.
- Deliver a positive student experience at all times.

Health, Safety and Risk Management

- Work in a manner that ensures the safety of all students, staff and participants.
- Maintain a strong commitment to duty of care obligations.
- Lead and contribute to risk assessment and risk management processes associated with sailing activities.
- Ensure compliance with marine safety regulations and operational procedures.
- Adhere to and promote the College's safeguarding policies and procedures.
- Maintain safe operation and use of sailing equipment and facilities.

Contribution to College Life

- Support the Health and Physical Education Department and wider College initiatives.
- Participate in College events, camps, excursions and community activities.
- Contribute positively to student wellbeing and the broader life of the College.
- Promote and exemplify the College values at all times.

EMPLOYEE SPECIFICATION

1. Educational / Vocational Qualifications

Essential

- Bachelor of Education or equivalent recognised teaching qualification, or qualifications and experience deemed appropriate by the College.
- Current Working with Children Check.
- Current First Aid and CPR qualifications, or willingness to obtain.
- Current boat licence or ability to obtain.
- Demonstrated experience in sailing instruction and coaching.
- Valuing Safe Communities training or willingness to complete upon appointment.

Desirable

- A Christian faith
- Current Teacher Registration Board of Western Australia registration.
- Australian Sailing Instructor qualification.
- Australian Sailing Coach qualification.
- Marine Rescue, Powerboat Handling or related marine safety qualifications.
- Qualifications in Outdoor Education, Marine Studies, Sport Science or related disciplines.

2. Personal Skills, Abilities & Aptitude

Skills

- Strong leadership and programme development skills.
- High-level communication and interpersonal skills.
- Strong organisational and planning capabilities.
- Ability to foster effective working relationships with students, staff and external stakeholders.
- Demonstrated coaching and mentoring abilities.

Abilities

- Deliver engaging and inspiring coaching and educational experiences.
- Develop and implement strategic sporting programmes.
- Manage competing priorities and operational requirements.
- Effectively manage risk and safety in aquatic environments.
- Maintain accurate records and performance data.
- Work collaboratively within multidisciplinary teams.

Aptitude

- Demonstrated commitment to the Vision, Mission and Values of Living Waters Lutheran College.
- Commitment to supporting the Christian ethos of the College.
- Passion for sailing and youth development.
- Commitment to excellence, innovation and continuous improvement.
- Enthusiasm for contributing to the broader life of the College.

3. Experience

- Demonstrated experience in competitive or elite-level sailing.
- Proven experience coaching sailing programmes, ideally with young people.
- Experience planning and delivering sailing development programmes.
- Experience organising regattas, competitions or sporting events.
- Experience working collaboratively within educational, sporting or community environments.
- Team racing experience is highly desirable.

4. Knowledge

- Sound knowledge of contemporary sailing coaching methodologies.
- Understanding of athlete development pathways.
- Knowledge of marine safety requirements and risk management practices.
- Understanding of child safeguarding and student wellbeing requirements.
- Familiarity with Australian Sailing rules, regulations and competition frameworks.
- Understanding of educational environments and student development.

5. Classification Level

Teachers are classified according to their qualifications and experience as outlined in the current Lutheran Schools WA Enterprise Agreement.

6. Performance Standards

The Director of Sailing is expected to demonstrate excellence in programme leadership, student development, coaching practice, safety management and community engagement.

Performance will be assessed against:

- Position responsibilities outlined within this Job Description.
- College policies and procedures.
- Child safeguarding and mandatory reporting obligations.
- Lutheran Schools WA Enterprise Agreement requirements.
- Living Waters Lutheran College Vision, Mission and Values.
- Achievement of programme development, participation and performance objectives.

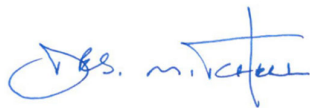
Position Description Review

- This Position Description describes the general nature and level of work performed by employees in this role. It is not intended to be an exhaustive list of responsibilities, duties or skills required.
- The College reserves the right to amend this Position Description from time to time following appropriate consultation and in accordance with operational requirements.

Additional Consideration:

Applicants who are able to teach within another learning area, contribute to Marine Studies, VET, Careers, Outdoor Education or other aspects of College life will be highly regarded.

Living Waters Lutheran College Job Description and Employee Specification is Approved



Des Mitchell

Principal