



Position Description

Position Title	Coach
Department	Sport Department
Reports to	Sport Coordinator, Head Coach, Mentor Coach, Coaching Coordinator
Direct Reports	Assistant Coach when required
Purpose and Objectives	St Peters Lutheran College is the pre-eminent coeducational day and boarding school in Brisbane and is an active participant in a number of competitive school sporting associations throughout the region. The position of Coach plays a pivotal role in delivering season-based coaching and skills programs during team and individual training sessions and competition days. The Coach will collaborate with Sports Coordinator, Head or Mentor Coach and other team coaches, to deliver the agreed upon season program, as well as participating in trial, selection and pre-season processes. The role will have direct supervision and responsibility for students within the team, and follow the appropriate query escalation pathways to the Sport Coordinator when necessary. You will actively contribute to a positive sporting experience for students through developing your own coaching methodology whilst taking instruction and advice from Head Coach or Mentor Coaches.
Key Accountabilities	• Directly manage the assigned team within the sport framework, including planning, preparing and delivering training sessions and competition day activities in line with the sport's coaching methodology. • Use professional judgement to adapt training sessions and game plans based on student age, team level and competition outcomes, reflecting on performance to inform future training. • Provide instruction, coaching and feedback to both the team and individual students, while role modelling appropriate sporting values, behaviours and mindset. • Foster a positive, inclusive and supportive team environment where students and staff feel valued, motivated and engaged. • Manage student attendance, complete roll calls as required, and communicate with students and caregivers regarding routine matters, escalating attendance concerns, non-routine issues and matters outside the role's scope to the Sport Coordinator. • Set up, maintain and pack down equipment before and after training sessions and competition days, ensuring equipment remains in good condition. • Maintain duty of care by managing health, safety and wellbeing matters in accordance with College policies and procedures.



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- Attend all rostered training sessions and competition days punctually and in the required uniform, maintaining professional standards at all times.
- Supervise and provide direction, instruction and feedback to any assigned Assistant Coach, ensuring responsibilities are delegated and performed within their scope.
- Work collaboratively with Sport Coordinators, Head Coaches, Mentor Coaches and other coaching staff, demonstrating accountability, reporting on activities as required, and supporting colleagues to achieve team and program objectives.

Level of responsibilities:

Extract: Educational Services (Schools) General Staff Award 2020

Competency

- Level 3
- Competency at this level involves application of knowledge and skills to a range of tasks and roles.
- There is a defined range of contexts where the choice of actions required is clear.
- There is limited complexity of choice of actions required. On occasion, more complex tasks may be performed.

Judgement, independence and problem solving

- Level 3
- Applies generally accepted concepts, principles and standards in well-defined areas. Solves relatively simple problems with reference to established techniques and practices. Will sometimes choose between a range of straightforward alternatives.

An employee at this level will be expected to perform a combination of various routine tasks where the daily work routine will allow the latitude to rearrange some work sequences, provided the prearranged work priorities are achieved.

Supervision

- Level 3
- In some positions, routine supervision, moving to general direction with experience. In other positions, general direction.
- This is the first level where supervision of other employees may be required. When employees are working alone, they may work semi-autonomously.

Training and qualifications

- Level 2
- An instructional services employee (sport) will have no or minimal coaching experience but will possess appropriate sporting discipline specific experience.
- The College seeks experience beyond the level of an Assistant Coach



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	<u>Variations by Sport</u> - Variations by sport are limited to the external mandatory qualifications for four (4) specific sports (refer to SC2). - While each sport, student age and team ability level require different techniques, the scope of responsibilities for a Coach remains the same. - Each sport may vary by roster, including competition day(s). - Each sport may vary by number teams (and therefore other Coaches) or appointment of Head or Mentor Coach.
Key Relationships	Internal: Head Coach, Mentor Coach, Sport Coordinator, other coaches and staff External: N/A
Selection Criteria	These selection criteria will form the basis to assess applicants for short-listing and determine the successful candidate. Experience and qualifications SC1: • Demonstrate appropriate depth of sporting discipline and specific experience as a player, a working knowledge of sport rules and evidence of some experience coaching and knowledge of the sport • General Principles of Coaching qualification desirable, (please note - qualifications are mandatory for some sports under external authority guidance – for example, Rugby, High Jump, Strength Training and Rowing) Knowledge, skills and capabilities SC2: • Demonstrated understanding of duty of care responsibilities for students • Display a sound competency to engage and interact with students in an age appropriate and professional manner SC3: • Must have effective verbal communication skills including ability to follow instructions in addition to excellent organisational skills • Demonstrate interpersonal capabilities, including appropriate escalation of queries and concerns SC4: • Possess the ability to establish and maintain professional relationships with employees, students, caregivers and represent the College professionally onsite and at other venues. Personal capabilities SC5: • Demonstrated ability to exemplify care, dignity, and respect, delivered through high personal accountability for professional workplace conduct.



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	SC6: - Demonstrated commitment to reach their own potential (Plus Ultra) and in manner that aligns with the College's strategic and operational objectives and values. SC7: - An understanding of, respect and demonstrable support for the College's Christian ethos.
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Job Details	
Position Status	Casual
Hours of Duty	Various, depending upon requirements of the sport/team/individual/competition
Classification	Educational Services (Schools) General Staff Award 2020, Instructional Services Level 3 Grade 2
Salary	\$ 36.84 per hour plus superannuation (3.1) \$ 37.50 per hour plus superannuation (3.2) 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
Location	St Peters Lutheran College – Indooroopilly 66 Harts Road, INDOOROOPIILLY QLD 4068 All employees may be required to travel to different locations to fulfil the requirements of their position. This includes training sessions and competition day(s) held in different locations and on premises owned by external parties.
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.



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