



Head Coach – Flinders Basketball Academy

1. POSITION IDENTIFICATION

Title	Head Coach – Flinders Basketball Academy	Level	<i>General Staff Grade 5–6 (with 6 weeks purchased leave) Teaching staff (G1-E4)</i>
Campus	Cross Campus – Tyabb and Carrum Downs	Agreement/Award	Depending on if the person is employed as either a teacher or non teacher: - Flinders Christian Community College Enterprise Agreement Teaching Staff OR Flinders General Staff Enterprise Agreement. - Educational Services (Teachers) Award OR Educational Services (Schools) General Staff Award.
Reporting To	College Sport Coordinator	Date effective	Term 1, 2027
Last updated	October 2026	Position No.	

2. INHERENT REQUIREMENTS

Purpose

We bring hope and purpose to our community through Christian education.

Vision

To be a Transformative Christian Learning Community where students are called to flourish, connected by love, committed to growth and capable of influence.

Values

We value:

- Love, Faith, Integrity, Humility, Grace, Excellence, Perseverance.

All employees at Flinders Christian Community College model and demonstrate the reality of the Gospel by the way they undertake their employment responsibilities and by the way they live. Every activity undertaken by the College must be characterised by love, mercy, forgiveness, reconciliation, humility and justice, all elements demonstrated by Christ's life, death and resurrection, which is the core of the Gospel.

Employees agree with the College's:

- o Purpose, Vision, Values, Philosophy of Christian Education;
- o Statement of Identity;
- o Statement of Faith;
- o Nicene Creed and Apostles Creed.

Employees shall have an in-depth knowledge of the ethos of the College (below) and the principles by which it operates, and must be willing to support these unreservedly.

3. CULTURE AND VALUES

Ethos

Employees are expected to:

- Uphold the practical demonstration of Faith in Christ, and the College's underlying Christian beliefs, in dealing with others
- Comply with Biblical standards of equity, justice, fairness and compassion in dealing with others inside and outside the College
- Act responsibly to protect the safety and security of our students and other employees at all times
- Encourage positive behaviours and attitudes in students and others that demonstrate respect for all
- Perform duties in a responsible and professional manner, with due regard for the College's policies and other legal requirements and obligations
- Exert responsible stewardship of College resources
- Promote and protect the College's reputation in the wider community
- Act appropriately when a conflict arises between the individual's personal interest and their duty to the College.

Employees must support the College values and policies, and conduct themselves in a way which is consistent with this ethos. Specific expectations of employees are detailed in the College's Policy Handbook which is located on the Colleges' intranet.

4. RISK AND COMPLIANCE

It is the responsibility of every employee to actively participate in the management of risk and to ensure a safe work environment for themselves, their co-workers, students and the College. This position description is subject to the Risk Management Strategy/Policy and OH&S Policy. Employees must ensure that tasks are performed subject to established risk assessments and safe work practices. To that end, the following are also requirements of this role:

- a) Report all hazards observed, including any potentially unsafe work practices;
- b) Report all incidents of injury or near miss;
- c) Actively participate in all professional development and training re: risk management and OH&S;
- d) Co-operate with any reasonable request for action to ensure the safety of themselves and others, and the mitigation of risk to the College.

5. CHILD SAFETY

Our College is committed to child safety. We have zero tolerance of child abuse. Our robust HR practices are strictly adhered to ensure that all employees understand their obligations with respect to Child Protection and the College's commitment to keeping our children safe.

6. PURPOSE OF POSITION

The Head Coach provides strategic and high-performance direction to the coaches of the Flinders Basketball Academy, whilst coaching at an elite level and developing external partnerships, pathways and opportunities that support the long-term growth and success of the program.

7. KEY RELATIONSHIPS

Reports to: College Sport Coordinator

Works with: Director of Education Operations, Head of Faculty – Basketball Academy, Basketball Academy Coaches, Basketball Club Administrator, External Networks

8. ACCOUNTABILITIES AND RESPONSIBILITIES

Note: The following functions represent the full range of responsibilities the program requires. The successful candidate will not necessarily perform all of them - the role will be scoped to which functions they are best placed to deliver.

External Networking and Talent Recruitment	• Build and maintain external basketball networks - representative associations, professional basketball networks, representative coaches and feeder schools • Proactively scout and identify basketball talent before formal pathway entry at Year 7 • Lead family recruitment conversations for prospective Academy students, in partnership with the Enrolment team • Coordinate and manage the Flinders Basketball Ambassador network • Attend local domestic, representative and Basketball Victoria competitions to maintain current knowledge of student basketballers
Scholarship Pathway Development	• Lead Basketball scholarship identification and coordinate nominations with the Scholarship Committee and Enrolment team • Ensure recruitment conversations are aligned with scholarship availability — no commitments made to families before Scholarship Committee review • Build state and regional representative pathway connections that support student progression • Work toward an effective management of Basketball scholarships each year (subject to Scholarship Committee, Finance and Executive endorsement)
Team Coaching and Competition	• Coach at least one Academy team in training, domestic competition and school representative competitions • Own the competition ramp-up sequence - preparation for Champs Cup, Queensland Nationals and all school representative competitions • Lead team selection for Secondary pathway teams, bringing an objective perspective to selection decisions • Communicate team selection decisions clearly, professionally and with compassion to students and families
Hard Decisions and Accountability	• Serve as the clear authority for team selection and selection-related decisions - providing an objective and more external validation of team-selection • Provide first response to parent challenges about selection decisions • Escalate unresolved disputes to the Head of College Sport
Parent and Family Engagement	• Create and sustain a participatory, well-informed parent community around Basketball competition and pathways • Lead parent communication on team selections, competition expectations and pathway opportunities • Run parent forums for Secondary pathway families each season - framing the competition year, goals and selection philosophy • Ensure parents feel the program is transparent, professionally led and accessible
Academy Class Presence - Rotation Model	• Attend Academy classes on a rotation - twice per term per class group, across both campuses (observational, relational and coaching sessions) • Use these visits to build direct relationships with students, identify talent, assess competitive readiness and maintain student trust ahead of selection conversations
9. WORK RELATED REQUIREMENTS / SELECTION CRITERIA	

Essential:

- Credible basketball presence - former player, elite coach, or experienced basketball professional with genuine networks in Victoria
- Demonstrated understanding of or alignment with Christian faith and values-based education
- Strong relational skills - ability to work collaboratively with coaches, families, committee members, students and school leadership
- Capacity to make clear team selection decisions and communicate them professionally and with compassion
- Experience in parent engagement and managing stakeholder expectations in competitive sport
- Values-aligned - Christian faith and character development are integral to the program identity

Desirable

- Basketball coaching qualifications – Representative Coach accreditation (or equivalent historical Basketball Australia Level 2 accreditation) preferred.
- Current networks with local associations, NBL1 South, or Basketball Victoria representative structures
- Track record of talent identification and scholarship pathway development
- Experience building parent communities and managing complex stakeholder environments in sport
- VIT registration or eligibility - opens the option of some classroom presence; not required for appointment

Personal Qualities

- Externally-facing and proactive - builds relationships, attends competitions, tracks talent in the field
- Comfortable with hard decisions and capable of delivering difficult news professionally and with compassion
- Collaborative - works alongside existing leaders without seeking unilateral control
- Credible presence in the basketball community — respected by coaches, families and players
- Organised and reliable - honours commitments to students, families and the coaching team

Leading/Living the vision and values:

Keeping the vision and values of Flinders at the forefront of decision-making and action.

10. POSITION DIMENSIONS

NUMBER OF EMPLOYEES REPORTING TO POSITION	Nil
ALLOWANCES/SPECIAL CONDITIONS	Nil
SPECIALISED EQUIPMENT/SPECIAL LICENCE REQUIREMENTS	Working With Children Check / VIT Right to work in Australia
OTHER IMPORTANT DIMENSIONS	
ROLE CLARITY	If any aspect of this position description is unclear or requires further explanation, employees are encouraged to seek clarification from their manager to ensure role clarity and mutual understanding.