

Position Description: St Peters Junior National Age Coach – Swimming



Position	St Peters Junior National Age Coach - Swimming
Purpose of position	To lead the coaching of the St Peters (SPW) Junior National Age Squad at training sessions and competitions and manage the Junior Pathways Program using appropriate sport strategy and coaching methodology.
Position type	Corporate
Related positions:	
Primarily reports to	St Peters Lutheran College Head Coach - Swimming
Dotted line reporting	St Peters Lutheran College Head Coach - Swimming Swimming Coordinator Director of Sport
Key stakeholder(s)	St Peters Lutheran College Head Coach - Swimming Swimming Coordinator Director of Sport
Direct people manager for	Junior Swimming Program Coaches

Position deliverables

Key focus area: Main Objective

- Coach and manage the St Peters Junior National Age Squad across all seasons of the training calendar.
- Provide a challenging and inclusive training environment for the Junior National Age Squad.
- Ensure the efficient and effective operation of the St Peters 25m Pool Swimming program.
- Represent the college and St Peters Club swimming in the wider community
- Assist and guide the other St Peters Squad coaches as they deliver a season program as required.
- Direct supervision and responsibility for students in squad at training and competitions.
- Follow instructions from and seek advice from the St Peters Head Coach for any logistical matters.
- To develop own coaching methodology and improve student|squad performance and experience:
 - Follow directives when given from the St Peters Head Coach - Swimming.
 - Seek advice from the St Peters Head Coach - Swimming as required.
- Contribute to a positive sporting experience for students.
- Uphold standards and boundaries required for student safety and wellbeing, escalating any potential or known risks.

Position	St Peters Junior National Age Coach - Swimming
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Key focus area: Duties and Responsibilities

Coaching

- Directly manage the Junior National Age squad within the guidelines set for swimming.
- Deliver the 7-8 weekly training sessions for the St Peters Junior National Age Squad.
- Complete 38 hours each week on site at St Peters Squad training and/or St Peters Swimming competitions.
- Follow the coaching methodology established across all swimming squads.
- Reflect on competition(s) to influence future training sessions.
- Aid the selection of St Peters Club Teams and St Peters AIC and QGSSSA School Teams.
- Conduct meet warm-ups and assist in various duties at St Peters Club and St Peters School Meets
- Attend school representative competitions (Northern Eagles District, Met West Regional, QLD State Trials) to support swimmers
- Setup equipment and pack down before/after training sessions and competition day(s). Ensure equipment is kept in good order.
- Provide instruction and feedback to squad and to individuals within the St Peters Junior National Age Squad.
- Carry out responsibilities and coaching in a manner that fosters a team environment where each squad member (student and employees) is included, valued, motivated and supported.
- Role model appropriate sport mindset and approach for student athletes.
- Attend training sessions and competition(s) punctually and as rostered.

Administration

- Assist in roll call duties for all St Peters Junior Squads.
- Manage communication and queries from students and caregivers in St Peters Junior Squads.
- Role model appropriate sport mindset and approach for student athletes.
- Manage any health and safety matters, whether potential or actual, according to College policy and procedures and overall duty of care.
- Attend to duties in uniform for professionalism, duty of care and safety reasons.
- Report to stakeholders regularly, and as required, to demonstrate accountability and task completion.
- Work alongside other St Peters Swim Coaches.
- Support other St Peters Swim Coaches and request assistance as required.

Key focus area: All employees are responsible for contributing to the College's strategic and operational outcomes and upholding standards of behaviour

Responsibilities

- Respect and uphold our Mission of "Excellence in Christian Co-Education" and our Christian Ethos
 - Demonstrates respect and integration of Christian Ethos as appropriate to the position requirements and completes accreditation (Pathways) if and as required
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Position	St Peters Junior National Age Coach - Swimming
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- Demonstrates four professional behaviours of trust, accountability, unconditional positive regard, open feedback and communication
- Uphold Code of Conduct and Valuing Safe Communities standards
- Health and Safety:
 - take reasonable measures to protect their own health and safety and others
 - follow all reasonable Health and Safety policies, guidelines and directions
 - if in a leadership position, additional accountability for operational management of safe work practices in their area. Includes making appropriate resources, information and training available to their team members.
 - Understand and uphold standards in policies and other reasonable directions as directed
 - Comply with any directions noted in the employment contract and/or Lutheran Schools Single Enterprise Agreement
 - Actively and effectively participates in reasonable directions provided

Selection Criteria

These selection criteria will form the basis to assess applicants for short-listing and determine the successful candidate. It is inclusive of essential knowledge, skills, experience and behavioural competencies.

SC1 – Demonstrate a competency for student wellbeing and safety

- Demonstrate an understanding of duty of care responsibilities for students.
- Demonstrate sound competency to engage and interact with students in an age appropriate and professional manner.

SC2 – Qualifications and Experience

- Minimum Silver Level (licence) Swimming Australia (ASTCA) accreditation
- Demonstrates working knowledge of Swimming Australia performance pathways
- Has an understanding of the Australian Swimming Framework (ASF) and the developmental and performance levels appropriate to School age athletes
- Has experience managing and working with other coaches to deliver successful outcomes
- Current First Aid Certificate is desired.

SC3 – Demonstrate the ability to communicate effectively

- Must have effective verbal communication skills including ability to follow instructions.
- Excellent organisational skills are essential.
- Demonstrate interpersonal capabilities, including appropriate escalation of queries and concerns.

SC4 – Demonstrate the ability to work in a team

Position	St Peters Junior National Age Coach - Swimming
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- Must have the ability to establish and maintain professional relationships with employees, students, caregivers and represent the College professionally onsite and at other venues.

All employees

SC-E1 – Personal capabilities

- Demonstrated ability to exemplify care, dignity and respect, delivered through high personal accountability for professional workplace conduct
- Demonstrated commitment to reach their own potential (Plus Ultra) and in manner that aligns with the College's strategic and operational objectives and values.

SC-E2 – Christian Ethos

- An understanding of, respect and demonstrable support for the College's Christian ethos.

General Requirements

Compliance Requirements	Right to Work in Australia "Working with Children" Blue Card (or Exemption Card) <i>Must be obtained prior to commencement.</i>
Terms and conditions	Modern Award – Educational Services (Schools) General Staff Award 2020 Classification Level, Instructional Services Level 6. Working arrangement Please refer to the Employment Contract <ul style="list-style-type: none">• For employees with a substantive position, this employment contract operates independently and separately to the substantive position.• For clarity, the Enterprise Agreement does not apply to this Coach position.
Location	Indooroopilly (66 Harts Road, Indooroopilly 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.

Effective as at: August 2021