



THE SCOTS COLLEGE

"In seeking to serve God faithfully, the Scots College exists to inspire boys to learn, lead and serve as they strive for excellence together"

Scots to the Fore: Brave Hearts, Bold Minds – Our Strategic Intent 2016-2025

Position Title:	Head of Sports Science, Data Analytics, and Performance
Department:	Sport
Location:	All Campuses
Reports to:	Deputy Principal - Sport and Co-curricular. Ultimately Reports to the Principal
Functional Relationships:	Head of Coaching Performance, Directors of Sports, Head Coaches
Date Position Description Approved:	August 2024

Primary Purpose of the Role

The Head of Sports Science, Data Analytics, and Performance oversees physical testing, data analysis, training program design, and leads the Strength and Conditioning team across all campuses. This role integrates data with academic results, develops goal-setting frameworks, and promotes best practices. Responsibilities include stakeholder collaboration, educational program development, and managing resources to support the College's mission.

Key Accountabilities:

1. Cultural Leadership

In conjunction with the Principal and other members of the College Leadership:

- Promote, develop and protect the vision, beliefs, ethos and educational tradition in every aspect of The Scots College life
- Wholeheartedly support the religious affiliation and spiritual life of the College
- Create and maintain a climate of care and hospitality for all branches of the College family
- Model Christian values in all dealings
- Encourage the development of social conscience as an essential aspect of the College operation
- Ensure that College policy and practice nurture respect for difference in all its forms - gender, race, talent, religion, culture

- Promote a sense of collaboration and affinity with the Presbyterian Church in general

2. Physical Testing

- Design, Implement, and Run physical testing across all campuses, promoting a culture of excellence and striving for the highest standards in student performance.
- Manage budgets and staffing for sports science testing days, ensuring resources are aligned with the College's vision of inspiring students to learn, lead, and serve.
- Be present at Saturday Sport.
- Oversee gameday testing, data collection, reporting and analysis
- Provide feedback from gameday testing to the Deputy Principal - Sport and Co-Curricular, and Directors of each sport.

3. Physical Data Reporting

- Provide reports to key stakeholders (Principal, Deputy Principal - Sport and Co-Curricular, Head of Coaching Performance, Directors, Head Coaches, Boys, parents), ensuring that data-driven insights are accessible and useful in guiding student development.
- Work collaboratively with other areas of the College to provide physical data for reports, supporting the holistic education of students by linking athletic performance with academic and personal growth.

4. Research

- Research current trends in sports science, ensuring that our practices are at the forefront of the field and reflect the College's commitment to curiosity, creativity, and innovation.
- Run workshops for key stakeholders, fostering a learning environment that encourages continuous improvement and excellence.
- Present at conferences and workshops, representing the College and sharing our insights and achievements with the broader educational and sporting community.

5. Strength and Conditioning

- Lead the strength and conditioning and biomechanics team to design and implement inclusive training programs across all campuses, ensuring that every student has the opportunity to achieve their personal best.
- Coach strength and conditioning, guiding students with compassion, humor, and a commitment to their holistic development.

6. Sports Science Lab

- Manage and lead the Scots Sports Science lab, ensuring that it operates at the highest standards and supports the College's vision of excellence in all things.
- Manage all equipment, leases, purchases, and budgets, ensuring that resources are used effectively and efficiently.
- Oversee the day-to-day operations of the sports science lab, ensuring that it remains a hub of innovation, learning, and collaboration.

7. Budget

- Manage the operational budget for Sport Science across all campuses, including the day-to-day management of staffing and resources, working collaboratively with the Deputy Head - Sport and Co-Curricular to ensure alignment with the College's mission and values.

- Manage budgets and staffing for sports science testing days, ensuring resources are aligned with the College's vision of inspiring students to learn, lead, and serve.
- Provide annual and monthly budget reports, ensuring transparency and accountability in the management of resources.

Performance Review Conditions

The appointee to the position of Head of Sports Science, Data Analytics, and Performance will be required to participate in the annual Performance Review Program. An external Performance Review will be conducted at the request of the Principal.

Special Requirements

The nature of this position is such that the Head of Sports Science, Data Analytics, and Performance is required to be available outside the 'normal' school hours, participate fully in the life of the school, attend meetings, and make presentations when necessary.