

Role Statement

Lead Coach, Rowing

Classification Level:	OPS4	Agency:	Office for Recreation, Sport and Racing
Position Number:	P16234	Division:	South Australian Sports Institute
Direct Reports:	0	Business Unit:	High Performance Sport
ANZSCO Code:	4523	Reports to:	Manager, Sports and Programs
Date Updated:	Mar 2025	Location:	Mile End

Organisation Overview

The Office for Recreation, Sport and Racing (ORSR) is the lead agency for the Government's policy on sport and active recreation. ORSR is responsible for State Government policy and legislation as it relates to the sector, its key programs, sport and recreation infrastructure and funding programs. The ORSR supports sport and recreation organisations, councils and the community through the development of policy, programs and resources, the provision of funding, recreation and sport planning, infrastructure development, elite sport pathways and programs, and the promotion of physical activity.

Division

The **South Australian Sports Institute (SASI)** is the High Performance Sports hub in South Australia. Its purpose is empowering people to achieve their sporting dreams and inspiring South Australians. SASI does this by:

- Providing the highest quality daily training environment, including embracing leading-edge technologies to optimise the performance of its people, programs, projects and partners.
- Optimising national representation and medal success on the world stage for South Australian-based athletes and teams.
- Pursuing excellence in practice, services and culture.
- Developing sustainable talent pathways for athletes and coaches.
- Enhancing the community's engagement with SASI.

Role Overview

The Lead Coach, Rowing is responsible for the day to day coaching of nationally categorised and targeted pathway athletes (able bodied and para) in SASI's high performance rowing program ensuring that athletes can achieve podium performances at international benchmark events with the priority given to athletes tracking towards Olympic and Paralympic Games selection.



The Lead Coach, Rowing will be responsible for the oversight and coordination of Rowing SA coaching and talent identification staff in Rowing SA pathway programs. In addition, the Lead Coach, Rowing will provide leadership to rowing coaches in secondary schools and clubs, and the broader South Australian rowing community.

They will work under the direction of the SASI Head Coach, Rowing Australia and key high performance staff as part of a collaborative approach ensuring system alignment between the SASI's rowing program and the national high performance program.

The role reports to the Manager, Sports and Programs and has a close day to day working relationship to the SASI Sports Coordinator. The Lead Coach, Rowing will also work in partnership with SASI Talent Search staff.

Key Outcomes of the Role

Strategy

- Support the SASI commitment to the Australian Institute of Sport's National 2032+ Win Well High Performance Sport Strategy and Rowing Australia's *What Will It Take to Win* strategy, through coaching excellence, delivery of an ideal daily training environment, member of the SASI rowing performance team and a people-first approach.
- Support the ORSR Strategic Plan and the achievement of goals relevant to the SASI rowing program.

Training and Competitions

- Provide a world class daily training environment that ensures the systematic progression of athletes that can achieve continued success at national and international level.
- Coordination and delivery of individual athlete plans.
- Coach and support athletes at domestic and international camps and competitions as required.
- Uphold and foster a culture of high performance, excellence and continuous improvement.
- Support, within reasonable boundaries, SASI activities including, but not limited to:
 - National camps
 - Talent identification
 - Research and innovation activities (e.g. athlete tracking and applied coach education and development).
 - Athletes visiting the program under national direction.

Performance Support

- Through a collaborative leadership model, work with a world leading performance support team to deliver best practice support services to athletes in necessary critical areas.



- Demonstrating an ongoing commitment to athletes as people by delivering an integrated holistic development program in collaboration with SASI and Rowing Australia, including education, athlete wellbeing and engagement, based on the individual needs of each athlete.
- Contributing to the continual learning culture of high performance rowing by developing, monitoring and iterating the process of Individual Athlete Learning Performance Planning (IALPP) and Program reporting.

Pathway

- Play an active leadership role with talent development and talent identification programs, including SASI Talent Search, and coaches in the Rowing SA pathway.

Special Conditions and Essential Requirements

- Some work outside normal office hours and intra and interstate travel is required.
- This role has been classified as a position of trust, and a 'prescribed position' under the *Child Safety (Prohibited Persons) Act 2016*. The incumbent is subject to a satisfactory Department of Human Services Working With Children Check (WWCC) in line with departmental criminal history screening policies and procedures.

Qualifications / Licences

Essential

- A current driver's licence and willingness to drive.
- Minimum Level 2 Rowing Australia Coaching Accreditation (or international equivalent).
- Minimum of 4 years experience working in a head/lead rowing coach role as part of a national sport organisation, national team, state institute or high performance club environment.

Desirable

- International rowing coaching experience
- Tertiary qualification in sports coaching, sports science, sports management or other relevant field of study.
- Senior First Aid Certificate.

Person Capabilities

High Performance Coaching

- Has a developed coaching philosophy, including established values and standards of behaviour for athletes and staff.
- Experience in the delivery of coaching and technical guidance to a group of emerging rowing athletes (able bodied and para) in a daily performance and competition environment.



- Understanding of the Australian high performance sport system.
- Demonstrated knowledge of international high performance best practice, including awareness of developing trends in rowing coaching technique, skill development, program growth and long-term holistic development.
- Understanding of the principles of coaching, sports science, medicine and technology and innovation within a high performance program within a limited resource framework.
- Demonstrated experience in successfully transitioning young people in a holistic manner.

Aptitude and Interpersonal Skills

- Demonstrated commitment, drive and initiative, with the ability to work independently.
- Excellent communication (both verbal and written), negotiation and interpersonal skills.
- Excellent analytical and problem solving skills, judgement and decision making skills and the ability to use these skills effectively under pressure.
- Awareness of and ability to work in accordance with the Rowing Australia's policies and procedures.
- Proactive and self-motivated.
- Ability to work well both within a team environment and autonomously.

Organisation and Culture

- Demonstrates a commitment to communicating and facilitating cultural change by influencing staff and athletes to actively engage and exhibit behaviours reflecting the SASI values:
 - **DRIVE** – We're bold and courageous, empowering athletes to push harder, go further and be relentless in pursuit of their dreams. Ability means nothing without determination, focus and commitment.
 - **TEAM** – Connected by a mutual love of sport, we build trusting, caring relationships that help bring our shared dreams to life. With this holistic approach we cultivate a sense of belonging, enabling us to achieve extraordinary things in sport and life.
 - **EXCELLENCE** – Our professional and dedicated team are as committed to your success as you are. With innovative training methods and world class facilities, we have established a proven breeding ground for greatness – a place where sports champions are made.
 - **PRIDE** – We love what we do and we do it with passion. That passion and energy is contagious as we try new things, always learning and growing. Together we experience the profound pride and enjoyment that comes with our athletes succeeding on the world stage.
- Displays resilience and courage
- Actively seeks, reflects and acts on feedback on own performance.
- Facilitates a culture of integrity, professional accountability and diversity across the department and across government, and through community interactions in line with the SA Government's Code of Ethics and the *Equal Employment Opportunity Act 1987*.
- Demonstrates commitment and accountability to the implementation of the Premier's Safety and Wellbeing Declaration and requirements of the *Work Health and Safety Act 2012*, utilising AS/NZS ISO31000:2009 Risk Management or equivalent.

- Works collaboratively with staff and stakeholders to effectively deliver outcomes and create a culture of quality and continuous improvement.
- Experience in the development, evaluation, implementation and improvement of professional duties with limited direction and an ability to supervise/mentor staff and positively support change and risk management initiatives.
- Demonstrated ability to provide succinct written and verbal communications based on sound analytical research and contemporary discipline knowledge; and plan and set priorities that support the delivery of time critical projects and deadlines.

Corporate Responsibilities

Exhibits behaviours and demonstrates commitment and accountability to:

- Keeping accurate and complete records of business activities in accordance with the State Records Act 1997.
- Maintaining a commitment to the *Public Sector Act 2009*, Ethical Conduct and the legislative requirements of the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- Supporting and advocating Equal Employment Opportunity (EEO) and diversity in the workplace in accordance with EEO legislation. In particular, maintaining a commitment to promote an inclusive workplace in support of Aboriginal and Torres Strait Islander people and other under represented groups.

Delegate Approval

Name

Signature

Date: / /

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