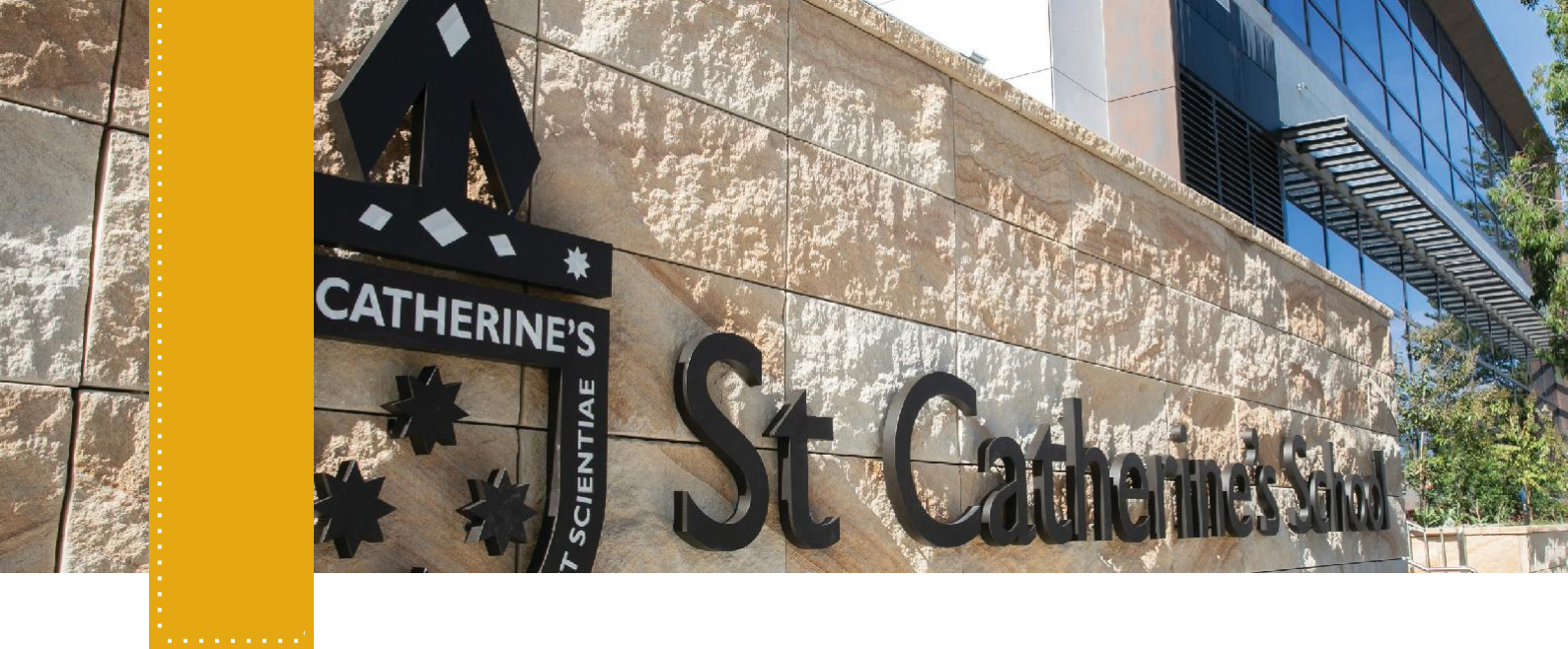




St Catherine's School Sydney



Head of Rowing Permanent full-time



The history of St Catherine's

St Catherine's is Australia's oldest Anglican girls' school from Kindergarten to Year 12, catering for boarders from Year 7. Our purpose is to develop young women of character and intellect who are equipped to make their unique contribution to the world. For over 169 years we have welcomed all backgrounds, faiths and abilities, acknowledging that diversity enriches our community. At St Catherine's each girl discovers her passions and develops her skills within a beautiful environment that overlooks Sydney's iconic eastern suburbs beaches.

Active support for the Christian character and purposes of the school is essential.

CV and letter of application should be addressed to human resources and submitted via Seek or directly emailed to hr@stcatherines.nsw.edu.au

Applications close Friday 1 August 2025 (interviews may take place prior to closing date)

This position requires the successful applicant to have a Working with Children Check in accordance with the Child Protection (Working with Children) Act 2012.



St Catherine's School, Sydney

Our identity

We are an Anglican school educating young women for life.

Our purpose

To develop young women of character and intellect dedicated to making a meaningful contribution to the world.

We value

Integrity • Courage • Relationships • Service.

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Position Summary

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|-----------------|---------------------------|
| Position: | Head of Rowing |
| Responsible to: | Headmistress |
| Reports to: | Director of Sport and BTC |
| Effective date: | June 2025 |
| Details: | Permanent full-time role |

The Head of Rowing provides strategic and operational leadership for St Catherine's Rowing Program, overseeing all aspects of coaching, athlete development, logistics, and community engagement. This pivotal role fosters a positive, inclusive, and aspirational environment that reflects the School's values and sporting culture, balancing participation with high performance.

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Primary Purpose

Working closely with rowing staff, students, parents, and partner organisations, the Head of Rowing is responsible for the design and delivery of a holistic and progressive rowing program that caters to a range of ability levels—from beginners to elite athletes. The role includes mentoring and supporting coaches, implementing strength and conditioning programs, managing facilities and equipment, and coordinating training schedules and regatta logistics.

The Head of Rowing is an active coach and visible leader who promotes a strong team ethos, models professionalism, and builds strong relationships across the school and broader rowing community. This role requires a dynamic, organised, and forward-thinking individual committed to growing the program and inspiring student-athletes through excellence, resilience, and teamwork.

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Major responsibilities

Program Leadership:

- Maintain a strong presence across training sessions and competitions to assess and support coaching standards and student development.
- Working closely with the 2IC of rowing to provide leadership and guidance to coaches, supporting the rollout of a consistent technical model and inclusive culture that promotes retention and long-term growth.
- Drive the strategic vision and effective execution of the Rowing program in alignment with the school's values and broader sporting objectives.
- Foster a culture that places student growth, teamwork, and high standards at the forefront, encouraging participation and personal development for students at all levels.
- Cultivate a high-performing coaching team by selecting and supporting staff who reflect the program's ethos.

Culture & Community:

- Cultivate a team culture founded on respect, integrity, and accountability, reflecting the school's values and maintaining high standards of conduct both on and off the water.
- Develop authentic relationships with the broader rowing community to enhance support for the program and foster lasting connections.
- Encourage a sense of pride, belonging, and unity within the Rowing community, where every student feels valued and motivated to contribute.
- Acknowledge and celebrate progress and success across all year groups and performance levels.

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Resources & Safety:

- Manage the Rowing program budget with financial accountability, ensuring resources are allocated effectively and aligned with strategic goals.
- Ensure all boats and associated equipment are maintained to meet safety, compliance, and performance benchmarks.
- Uphold professional and values-aligned communication in all program correspondence.
- Identify, assess, and mitigate risks across all training, regatta, and travel activities to ensure student safety and wellbeing.
- Adhere to, and promote compliance with, School policies on safety, risk management, child protection, and emergency response.

Student Development:

- Presenting Design structured learning and performance pathways that support progression from foundational skills to elite competition.
- Monitor participation, wellbeing, and athletic development across the program, collaborating with key school staff to provide proactive support.
- Inspire students of all skill levels to engage with rowing and feel a sense of ownership and enjoyment in their involvement.
- Work closely with the school stakeholders to increase engagement and long-term retention.
- Ensure equity of access and inclusive practices that support a positive environment for all students.

Operational:

- Oversee day-to-day training operations, ensuring appropriate supervision, equipment readiness, and structured delivery.
- Co-lead with 2IC Rowing the design and delivery of an age-appropriate strength and conditioning program aligned with developmental principles.
- Monitor coaching behaviour and uphold expectations consistent with the school's values.

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- Develop and implement fair, transparent crew selection processes.
- Build and sustain effective relationships with stakeholders such as the UTS Haberfield.
- Coordinate regatta entries in line with selection processes, ensuring clarity in communication to students and parents.
- Plan and lead camps, tours, and special events that enrich the student experience while meeting safety and developmental goals.

Child Safety:

- Create and uphold a child-safe environment at all times.
- Support and protect students from culturally diverse backgrounds, Aboriginal and Torres Strait Islander communities, and students with disabilities.
- Comply fully with the School's Child Safe Policy and Code of Conduct.
- Participate in all required child safety training and remain alert to any signs of concern.

Other duties:

- Uphold and promote high standards in all areas of endeavour.
- Demonstrate a commitment to the Christian values of the School.
- Flexibility of working hours to undertake regular out of hours activities.
- Uphold a risk aware culture
- Ensure child safety awareness and protocols are well known, understood and followed.
- To participate in any training when required
- Attend after hour meetings and events as required
- Warden responsibilities as required
- Undertake other duties as required by the headmistress or her delegate.

Essential Criteria:

- Uphold the Christian values of the School at all times
- High level empathy and demonstrated maturity.
- High capacity and productivity in high pressure situations
- Strong communication and collaboration skills to work effectively with

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stakeholders

- Experience in developing or contributing to the development of strategy, policy and implementation in individual and collective wellbeing.
- Demonstrated understanding of the importance of confidentiality and situational complexity.
- Demonstrated experience in working with and leadership of multi-disciplinary teams.
- Excellent listening skills.
- Calm demeanour.
- A proven ability to gather and manipulate data to inform practice.
- Strong administrative ability
- Demonstrated understanding and experience of Risk, compliance, child safety, legal obligations associated with holistic student wellbeing.

Knowledge, Skills, and Experience

- Demonstrated leadership experience in coordinating a school-based rowing program, preferably within a girls' school environment.
- Proven capability in developing both competitive and inclusive participation pathways, with a sound understanding of long-term athlete development across varying ages and ability levels.
- Exceptional communication and interpersonal skills, with the ability to provide clear, constructive guidance to students, families, and staff.
- A successful track record in coaching or managing school, club, or representative rowing crews, including strong knowledge of technical development, training methodologies, regatta planning, and fair, transparent selection processes.
- Strong organisational and planning skills, with the ability to effectively manage seasonal programming, staffing, equipment maintenance, and logistical operations.
- Experience mentoring coaches and fostering a collaborative and positive coaching environment that supports team cohesion and continuous improvement.
- Relevant coaching accreditations – minimum level 1

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- Valid NSW Boat Licence (or willingness to obtain)
- Current Working with Children Check.
- Current First Aid & CPR

St Catherine's School, Sydney is committed to child safety. All staff are expected to uphold our child safety policies and complete regular training. All appointments are subject to relevant background checks and Working With Children clearance.

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Selection criteria

The successful candidate will possess the following key attributes:

- Warm, approachable and student centred.
- Proven ability to work effectively as a team member as well as independently.
- Demonstrated interpersonal and communication skills, both written and oral, appropriate to a range of contexts.
- Calm, confident and resilient under pressure.
- Organised, with strong time-management skills.
- Discreet and professional, with a strong understanding of confidentiality and privacy.
- Flexible, adaptable and proactive.
- Willingness to actively engage in own professional learning and participation in relevant associations.

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Staff benefits

- Employee Assistance Program (EAP) counselling service
- Professional development workshops and seminars
- Annual research scholarships for academic and professional staff
- Microsoft computer for academic staff whilst employed at the school
- IT support provided by ICT Learning and Teaching Facilitators
- Free influenza vaccinations
- Staff Association membership includes invitations to social occasions
- Wellbeing program
- Salary packaging and novated leases available through preferred suppliers
- Voluntary superannuation and option to nominate personal superannuation fund
- Use of the school's gym and aquatic facilities
- Access to school Research Centre
- Access to school cafe to order lunch daily

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 StCatherinesSchool

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 www.linkedin.com/school/st-catherine's-school_2/

 StCSchoolWaverley

 WeChat ID scs2024



For more information visit

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