



POSITION DESCRIPTION

POSITION TITLE: Director of Rowing (Head Coach) at Samuel Marsden Collegiate School

RESPONSIBLE TO: Samuel Marsden Collegiate Director of Sport

KEY STAKEHOLDERS: Samuel Marsden Collegiate School Principal and Rowing Committee

KEY PERFORMANCE AREAS AND EXPECTED OUTCOMES:

Areas of Responsibility and Key Tasks:

- Coach and train rowing crews and coaches throughout the season to assist each individual rower, their crew and the overall rowing team to achieve their potential.
- Develop an intentional culture of excellence in your squad, which includes both the immediate rowing team and its coaches, and also the wider Marsden rowing community.
- Position Marsden's rowing programme as an integral part of the school's sport strategy in alignment with school values.
- Designing and implementing a rowing recruitment and retention programme with a focus on enabling each person to reach their own best selves within a performance-oriented programme. This should include a focus on attracting junior rowers and in particular retaining them through Year 11 & 12.
- Build on the foundations of our Year 8 rowing programme to expand the number of participating schools as a way of attracting young talent to Samuel Marsden Collegiate School.
- Overall responsibility for crew selection.
- It is also imperative that the rowing programme enhances the participants' academic opportunities and it will be your responsibility that a clear balance is struck between both.
- Supporting the creation of visible pathways for rowers looking to continue their rowing post Marsden.

Requirements and Activities:

- This requires specific in-season and off-season programme development.
- Developing and implementing training programmes to coach each individual under a team umbrella programme applying generally accepted best practices for rowing technique, systems and training programmes.
- Using your experience as a coach to be innovative in your programmes both technically and practically on and off the water.
- Developing a 12 month programme to execute against the Rowing Committee's 5 year strategic plan which includes sharing your vision with the SMC rowing family.
- Work with the Rowing Committee on various matters, including planning and collaborating on logistics for and during camps and regattas.

- Implementing the wider SMC sports “Marsden Way” and make appropriate for the rowing programme to create a culture that is innovative in its design, thinking and attitude. Continue to build on the amazing attitude, sportsmanship and positive culture that already exists within the SMC rowing family.
- Planning and organising regular training sessions.
- Working with SMC sport and fitness staff as required to develop appropriate conditioning programmes.
- Ensuring that the training is always safe and enjoyable for all of the rowers. Have appropriate Health, Safety and Wellbeing plans in place at all times.
- Setting the standards required for the crew and acting as a role model for the rowers.
- Ensuring that all activities are consistent with the school’s policy on fair play and that SMC values are upheld at all times.
- Ensuring there is a balance between performance and participation, as well as deliberate focus on wellbeing and health over both short and long term, to reduce injuries to the extent reasonably practicable.
- Monitor attendance as part of the rower’s commitment to the sport. Affirm the importance of regular attendance as the foundation for a strong team and performance. It is, therefore, important that your coaches turn up and are well prepared for all scheduled training sessions. Coaches need to be at the rowing club prior to the rowers arriving to ensure that all gear and equipment is ready to enable the training session to run smoothly and to have well planned and structured training sessions.
- If a coach is unable to attend a training session, the Head Coach is responsible for arranging replacement cover for the session if possible.
- Showing high levels of professionalism.
- Representing Marsden at the Wellington Rowing Club. Hold the Load Master and Camp/Regatta Safety Office roles on behalf of the school with the Club.
- Participating and encouraging rower participation in Rowing Committee fundraisers and supporting rowing applications for grants.
- Keeping a maintenance schedule for our rowing assets to ensure they are in peak condition to maximise time on water and performance at competitions.

This document is subject to reasonable amendments from time to time by the employer and reflects the changing requirements of the position.