

Pymble Ladies' College

POSITION DESCRIPTION

Title: Lead Development Coach – Rowing

Date updated: July 2025

Reports to: Head Coach - Rowing

COLLEGE VALUES



Pymble Ladies' College has five core values which guide our behaviour and interactions with one another and affirm our commitment to the Christian heritage of Pymble Ladies' College and our identity as a school of the Uniting Church school in Australia. All roles, policies and procedures are underpinned by these values, and the expectation that students, staff, and the wider College community alike live our values every day.

CARE – I am kind to myself and others

COURAGE – I am open to new experiences to learn and grow

RESPONSIBILITY – I take ownership of my actions

RESPECT – I value diversity, my worth and the worth of others

INTEGRITY – I do the right thing, even when no one is watching

POSITION SUMMARY

This is a full-time role within the *Pymble Ladies' College* rowing program, responsible for shaping the foundation of our future crews and safeguarding the operational heartbeat of the program.

Key components to the role include:

1. Coach and mentor to Junior and Learn-to-Row students, instilling technical precision, discipline, and the core values of the *Pymble* Rowing culture.
2. Boatshed and fleet management, ensuring equipment, logistics and infrastructure are maintained to a standard that reflects the professionalism and excellence of the program.

ROLE ACCOUNTABILITIES

1. Boatshed & Fleet Leadership

- 1.1 Ensure the fleet is safe, race-ready, and reflective of the discipline and professionalism we seek from our rowers. Operational excellence underpins performance excellence.
- 1.2 Maintain the boatshed and fleet to the highest possible standard – clean, organised, and operationally sound.
- 1.3 Oversee timely maintenance and repair of all rowing equipment including trailers, electronics, motorboats, oars, and outboard motors to ensure reliability.
- 1.4 Possess or be willing to develop competence in basic to intermediate boat repair techniques.
- 1.5 Conduct regular inspections of motorboats prior to each training session.
- 1.6 Maintain adequate fuel levels for all motorboats prior to each training session.
- 1.7 Keep the rowing shed systemically organised, clean, and aligned with safety protocols.
- 1.8 Maintain an up-to-date inventory of all equipment, logging repairs and replacements accurately.
- 1.9 Proactively manage spare stock levels and liaise with the Rowing Coordinator for purchases and restocks.
- 1.10 Lead and supervise all trailer loading and unloading operations ensuring safety and efficiency.
- 1.11 Tow rowing trailers to training camps, regattas, and servicing appointments.
- 1.12 Hold or be willing to obtain a Light Rigid (LR) License; assist with student transport to regattas and training venues as required.
- 1.13 Be available to support other College sports and activities in the off-season where reasonable.
- 1.14 Lead the pack up and put-away process at the shed. Model high standards of care, order and efficiency, ensuring rowers and coaches respect equipment and take ownership of shared spaces.

2. Lead Development Coach

- 2.1 Collaborate with the Head Coach - Rowing to contribute to the design and delivery of training plans for the Junior and Learn to Row (LTR) squads.
- 2.2 Ensure the effective implementation of training programs for Junior and LTR students, aligned with the Head Coach's vision.
- 2.3 Attend the majority of Junior and LTR training sessions, on and off the water, as well as relevant regattas.
- 2.4 Provide development, mentorship, and feedback to Junior and LTR coaches in consultation with the Head Coach - Rowing.
- 2.5 Ensure coaching is student-centred, focusing on technical proficiency, physical conditioning, and mental skills development for every Junior and LTR rower and coxswain.
- 2.6 Organise and administer squad selection trials in consultation with the Head Coach – Rowing.
- 2.7 Coach in alignment with Rowing Australia's technique framework while reinforcing the Pymble technical philosophy.

- 2.8 Employ targeted drills and exercises with a clear technical rationale to achieve performance outcomes.
- 2.9 Consistently assess and deliver feedback to rowers that enhances their technical execution and rowing quality in every session.
- 2.10 Provide ongoing development, support, and evaluation for coxswains across training and race scenarios.
- 2.11 Collaboratively design and rehearse race strategies with crews in training.
- 2.12 Deliver clear, motivating, and focused communication to crews before racing.
- 2.13 Provide structured, constructive feedback after races to drive continuous improvement.
- 2.14 Be a consistent contributor to a values-driven, enthusiastic, and professional coaching culture.
- 2.15 Foster cohesion across the coaching team by working collaboratively with all Pymble Rowing staff.
- 2.16 Use performance-enhancing technology – such as video review, Speed Coach GPS units, and cox boxes, to improve athlete outcomes in training and racing.

3. Communication

- 3.1 Ensure all written and verbal communication is courteous, professional, accurate and reflective of College values.

4. Risk and Compliance

- 4.1 Report directly to the Principal on any matters relating to child protection.
- 4.2 Consistently adhere to College policies and procedures, importantly the Risk Management, WHS, Child Protection and our emergency response practices.

5. Professional Learning

- 5.1 In partnership with your Manager, continuously align your skills and professional development requirements to ensure that you are meeting the obligations of your role.

6. Other duties that may be required from time to time.

PERSONAL CAPABILITIES

- Strong interpersonal skills and the ability to communicate effectively with, and motivate, young people.
- Proven track record in coaching school-level rowing programs with a performance and development mindset.
- Enthusiastic, self-motivated, and committed to continuous improvement.
- Light Rigid (LR) driver's license, or willingness to obtain.
- Competence in basic to intermediate boat repairs, or willingness to develop these skills.
- Demonstrated ability to tow trailers confidently and safely.
- Commitment to upholding the ethos and values of Pymble Ladies' College.
- Proven capabilities in operating speedboats safely and responsibly.