

Mercantile Rowing Club



JOB DESCRIPTION

JOB TITLE: Senior High Performance Coach

JOB TYPE: Full time.

LOCATION: Primary location is Boathouse 5, Boathouse Drive, Melbourne Vic 3004, but travel will be required.

SUPERVISOR/MANAGER: Performance Director

KEY PRIORITIES: Successful implementation of the Club's High Performance Vision 2020-24 (HPV).

QUALIFICATIONS, SKILLS & EXPERIENCE:

Qualifications: Minimum level 2 coaching accreditation

Experience: Proven success as a coach and as a recruiter of rowers and coaches, ideally at all domestic levels.

Skills:

- Leadership – to provide strong leadership and inspiration to those in the high performance activities of the Club
- Well-developed liaison, interpersonal, oral and written communication skills and people management skills.
- Excellent rowing coaching skills
- Organised and able to meet deadlines
- Intermediate Microsoft Office skills (Word, Excel, PowerPoint and Outlook)
- A current Marine License
- A current vehicle License
- Senior or Sports First Aid certificate.
- Working with children check or similar.
- Level 2 ASADA Certificate

Personal Attributes/Values

- Highly motivated, goal orientated
- Acts with integrity and accountability.
- Communicates in an open, honest and respectful manner.
- Works collaboratively and encourages others to achieve higher performance

MAIN DUTIES/RESPONSIBILITIES:

Recruiting

- Recruit, lead and manage the Club's paid and volunteer high performance team coaches.

- Recruit appropriate athletes to ensure that the Club meets the requirements of the HPV and Victorian Pathways Program or other subsequent State program (VPP).
- Engage with the school rowing coaches to establish close working relationships that encourage the students to join Mercantile.

Planning

- Develop with each high performance athlete a comprehensive plan that outlines their training requirements and targets for the year.
- Prior to each rowing season the Coach will provide to the Executive a detailed plan for the coming season, including:
 - ❖ Identifying regattas that are likely to be attended
 - ❖ Include key elements of the athletes training plan
 - ❖ Identify likely composition of crews

High Performance Coaching

- Provide a performance based daily training environment envisaged by the HPV and VPP.
- Develop and implement objectives and performance targets to achieve the HPV through effective coaching direction, leadership, coordination and communication. This should cover both VPP athletes and other HP athletes.
- Ensure that the Club complies with all the requirements of the VPP and meets the key performance indicators. Liaise with all the relevant parties at Rowing Australia, Rowing Victoria and the VIS Head Coach.
- Be the dedicated Mercantile coach to the VPP.

Healthy Athletes

- Ensure appropriate policies and procedures are developed to ensure athlete safety.
- Prepare and maintain a system for injury prevention and rehabilitation.
- Ensure all records in respect to athletes personal and health details are completed and updated as required
- Provision of a positive, safe and healthy sporting environment.

Boats and Equipment

- Recommend to the Executive future purchases of equipment
- In conjunction with the Club and Equipment Manager prioritise and arrange for maintenance activities of the fleet and other equipment.

Administration

- In conjunction with the treasurer submit a budget of income and expenditure for the year, and operate within that budget.

PERFORMANCE GOALS:

- Successfully implement the HPV and any deliverables in that strategy.
- Ensure that the Club's deliverables in the VPP are met.

UNIVERSITY RESPONSIBILITIES

Should the Club host a university club, the high performance coaching team will coach their University Games crews and any of their crews which compete internationally.

REMUNERATION

The remuneration will be negotiated to match the candidate. The remuneration package will comprise a salary, superannuation and a fully maintained utility which is the Club's towing vehicle. Naturally expenses necessarily incurred in undertaking the role are met by the Club.