



High-Performance Rowing in the ACT
A partnership between Rowing ACT, Rowing Australia and the ACT Academy of Sport

| Rowing ACT, PO Box 7074, Yarralumla ACT 2600 |

Job Title:	ACT High Performance Head Coach	Location:	Canberra
Reports to:	<ul style="list-style-type: none"> - To Rowing ACT on personnel and employment matters. - To the Planning & Monitoring Group comprising Rowing ACT, Rowing Australia and ACTAS on ACT Rowing Performance and program delivery. - To the ACTAS Assistant Director on ACTAS program and site matters. 		
Date of Effect:	August 2019		
Context	<p>Rowing Australia (RA) is the peak national body that governs rowing in Australia. Rowing ACT (RACT) is the peak sporting body for the sport of rowing in the Australian Capital Territory which oversees a multi-dimensional and internationally successful sport.</p> <p>The ACT Academy of Sport (ACTAS) is one of the eight State and Territory Institutes and Academies of Sport which together with the Australian Institute of Sport form Australia's National Institute Network.</p> <p>ACTAS, in partnership with National and State Sporting Organisations, contributes to Australia's 'National High Performance Sports Strategy' by providing a quality daily training environment that enhances athletic development through high performance programs and services that recognise individual athletic needs and facilitates growth and excellence.</p> <p>RACT, RA and ACTAS have come together to support RA's CampaignNumberOne strategy for the sustainable success of Australian rowers on the international stage.</p>		
Primary Job Purpose	Lead and implement strategies within the ACT that contribute to sustainable success for Australian rowing internationally. The key part of this is to lead the ACT's high-performance strategy to achieve its objectives, including leading and managing an effective scholarship program through ACTAS and underpinning pathways program through RACT.		
Job Responsibilities	<ul style="list-style-type: none"> • Develop and successfully implement strategies to ensure the delivery of the ACT's component of RA's national high-performance plan through effective leadership, coaching direction, coordination and communication. This includes delivery of a coordinated program that is inclusive of the ACTAS Rowing Program and RACT's high performance and pathway squads. • Lead, manage and coach the ACTAS Rowing program and manage its available resources, including performance services team to maximize the performances of categorised scholarship athletes. This includes training and competition planning, Individual Athlete Performance Planning (IAPP) as well as overseeing the ACTAS rowing facility and equipment, and ensuring that the program and its assets complies with relevant national and local policies and procedures. • Engage with ACT clubs and schools to provide guidance and direction on the high-performance program. Encourage the identification and development of clubs'/schools' potential high-performance athletes and coaches, and the fostering of high-performance development activities that support the ACT's athlete and coach pathways. • Oversee RACT's High Performance Pathways Coach and contractors to ensure the effective functioning of RACT's high performance talent identification and talent development pathway programs. • Ensure that all program accountability and reporting requirements are met. • Monitor trends and innovations in rowing at an international level, integrating them into the daily training environment where appropriate. • Provide input to the selection of RACT's high performance representative teams. • Be available to present at RACT coach education courses. 		

People Management	The Head Coach oversees the ACT High Performance Pathways Coach and the Pathways Performance Coordinator.
Budget Responsibility	Manage the operational budget within the overall high-performance budget administered by the Director of Finance.
JOB HOLDER CAPABILITIES	
Qualifications and Experience	<ul style="list-style-type: none"> • Tertiary qualifications in coaching or a related field will be highly regarded. • Level III NCAS accreditation, or equivalent. • Demonstrated successful experience coaching elite rowers at the national and international level. • Experience and proven capability in the holistic development of young people. • Demonstrated experience in planning, organising and implementing a comprehensive high-performance coaching program for elite athletes including effective Talent Identification.
Knowledge and Skills	<ul style="list-style-type: none"> • Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments. • In-depth understanding and application of the principles of coaching, sports science, medicine and technology within a high-performance program. • Well developed liaison, interpersonal, oral and written communication, and people management skills. • Sound administrative skills, including financial, data management and computer skills.
Personal Attributes/Values	<ul style="list-style-type: none"> • Highly motivated, goal oriented • Acts with integrity and accountability. • Committed to continuous personal and professional learning and development. • Communicates in an open, honest and respectful manner. • Works collaboratively and encourages others to achieve higher performance. • Shares information to increase the collective knowledge. • Embraces creativity and calculated risk taking as necessary to improve performance.
<p>Requirements</p> <p>The applicant must be an Australian citizen or have Australian residency and meet the following requirements (or be able to meet them within a period deemed acceptable by RACT and ACTAS).</p> <ul style="list-style-type: none"> • Vehicle and boat licences (and must maintain them at all times). • Senior or Sports First aid/resus certificates. • Level III NCAS accreditation or equivalent. • Working with Vulnerable People card (requires background check). • Level 2 ASADA (with 2019 Update) Certificate. • Completion of <i>Play by the Rules</i> (Child Protection and Harassment and Discrimination) modules and certificate. <p>The successful applicant will need to enter into an AIS site user agreement and apply for a security pass and make an ACTAS Member Protection Policy Declaration.</p>	

