

## Company and Position Details

---

<b>Position Title:</b>	Emerging Athlete Academy Lead Coach
<b>Reports To:</b>	Chief Executive Officer (CEO) and SASI Rowing Talent Pathway Coordinator
<b>Direct Reports:</b>	NIL
<b>Position Status:</b>	The Emerging Athlete Academy Lead Coach position is a 0.7 FTE position and is subject to the terms and conditions of the organisation's Employment Agreement.
<b>Location:</b>	Rowing South Australia Office 100 Military Road West Lakes Shore, SA 5020

### Position Overview:

The Emerging Athlete Academy exists to identify, support and develop talented U19 and U21 rowers (able and para) to reach their potential. Equipping them with the tools to achieve success in rowing both nationally and internationally. It aims to provide education, opportunity and community for athletes, coaches, and parents. The Academy provides a structured pathway for these emerging athletes into existing SASI and Rowing Australia Performance Pathways. Talent identification will be a core focus to transition athletes along the pathway to the 2028 and 2032 Olympic Games and Paralympic Games.

### Emerging Athlete Academy Purpose

- identify, support and develop talented U19 and U21 rowers (able and para) to reach their potential
- provide education, opportunity and a community for emerging athletes, and their coaches and parents
- provide a structured pathway for these emerging athletes
- talent identification will be a core focus to transition athletes along the pathway to the 2028 and 2032 Olympic Games and Paralympic Games

### Emerging Athlete Academy Key Objectives

- being competent and proficient technically, physically and have a performance attitude in areas identified as being necessary for national and international rowing
- developing the performance behaviours associated with sporting success
- provide opportunities for developing coaches working under the Emerging Academy Lead Coach, with support provided by the South Australian Institute of Sport, to develop their skills, network with other coaches, and further support their athletes to achieve their goals
- enable and upskill parents/guardians to go on the journey, facilitate success and provide ongoing support to their children
- ensure that all athletes involved in the Academy continue to train with their club or school program (if operating) at least 2 times per week

**Emerging Athlete Academy Deliverables**

- Talent Identification of new athletes to the sport – aiming for 6 athletes per year
- Identify and target athletes from year 10-12 to support their transition into the Academy in year 12 or 1<sup>st</sup> year out of school – aiming for 16 males and 16 females on the targeted list
- Invite and engage for a full 12-months, 4 males and 4 females (year 12) into the program (able and para rowers)
- Invite and engage for a full 4-months, 8 males and 8 females (year 11) into the program (able and para rowers)
- Transition at least 25% but ideally 50% of Academy athletes into SASI the following year
- Retain at least 75% of athletes involved in the Academy in the sport for a further 12-months (at a minimum)
- Provide athletes with the tools and experiences to help them perform to their potential, by delivering 6 targeted education sessions per year
- Meet and train rowers on a weekly basis, by running 7 on-water sessions and 2 gym/ergo sessions, including the administration (27hrs/wk).

**Position Type:**

Part Time – 27 hrs per week

9-month contract, with option for extension for at least another 12-months

**Remuneration:**

\$61,000 p.a. (pro rata FTE 0.7, \$42,700 p.a.), plus Superannuation

Laptop, coaching bike, and mobile phone provided

## **Key Responsibilities**

---

### **Coaching**

- Deliver quality coaching across a broad spectrum of skill level, ability, and experience in line with the aims of the Program.
- Plan, organise and manage safe training sessions to develop rowers' skills, fitness and form in line with the training program developed by SASI and Rowing Australia.
- Assist with operational aspects of the rowing program, including but not limited to; launching coaching tinnies, care of equipment and basic equipment maintenance, boat rigging, trailer loading, unloading and driving.
- Provide leadership and guidance while organising and managing the athletes.
- Support and encourage all athletes and parents in the program.
- Fulfill all 'duty of care' responsibilities, including close supervision at training and all regattas.
- Maintain open communication between Rowing SA, SASI, Rowing Australia, schools, clubs, and coaches and students.
- Ensure a safe environment is established and maintained for all athletes.

### **Talent ID/Education**

- Design, implement, manage and deliver a Statewide able and para Talent ID recruitment campaign in alignment with the overarching vision of the sport, and in alignment with SASI.
- Point of contact for Talent ID rowing athletes, linking them to clubs/coaches.
- Organise and manage training camps, Pathway State Team, seminars, workshops, and appropriate development events for identified athletes in alignment with the overarching plan.
- Create linkages to and between other partners/stakeholders/organisations/schools to create wider athlete awareness/coverage/involvement/participation.

### **Communication/Administration**

- Provide regular, reliable and consistent communication to all involved in the program.
- Maintain lists of athletes that are part of all levels of the pathway.
- Preparing regular program reports and support the development of Grant Status Reports.
- In conjunction with SASI staff, develop Individual Athlete Performance Plans based on the athletes' goals and Gap Analysis for each athlete.
- Any other duties within the Employee's capabilities and that are reasonable to expect the Employee to undertake as directed by the CEO from time to time.
- Regular meetings, including:
  - Monthly meeting with RSA CEO and SASI Rowing Talent Pathway Coordinator
  - HR & WHS direct with RSA CEO
  - Weekly direction/TID coordination with SASI Rowing Talent Pathway Coordinator
  - Meeting with RA Pathways Manager bi-annually

## Skills and Attributes

---

### Essential

- Demonstrated experience in athlete development relating to the implementation of successful rowing programs focussed on beginner athletes.
- Proven ability to accelerate athletes along the pathway.
- Level 2 Coach Accreditation or the ability to obtain it.
- Effective communication (written and verbal), negotiation, and relationship-building skills.
- Effective time management skills, ability to meet deadlines and prioritise tasks.
- Strong interpersonal skills to support achieving outcomes
- Excellent computer skills and information technology literacy.
- Ability to work to actively contribute within a small team environment.
- Ability to take direction.
- Proven ability to maintain confidentiality and exercise discretion.
- A strong focus on safety both on and off the water.
- Proven experience in maintaining positive relationships with athletes and coaches.
- Highly enthusiastic, proactive, and driven work ethic.
- Able to manage competing priorities and timelines.
- Experience in creating basic reports.
- Drivers Licence.
- Working with Children Check (or ability to gain prior to commencement in the role).
- Power Boat Licence.

### Desirable

- Proven experience in the delivery and organisation of Talent ID programs.
- Knowledge and understanding of the sport of rowing.
- Experience coaching para-athletes.