

Expression of Interest

2027 State Team Coach/Selector Selection Panel

Rowing SA is seeking expressions of interest from suitably experienced individuals to join a newly established State Team Coach/Selector Selection Panel, appointed to recruit and appoint coaches and selectors across all Rowing SA State Team programs for the 2027 season.

About the Panel

This panel has a single, clearly defined purpose: to select and appoint coaches and selectors to Rowing SA's State Team programs. The panel does not select athletes and has no role in athlete selection, crew composition or on-water team decisions; that responsibility sits separately with our State Team Selection Panel (athlete selectors).

Because this is a coach/selector recruitment function, we are deliberately looking for a different skill set to our athlete selectors. We are seeking people with strong recruitment, assessment and high-performance sport experience. A background in rowing is not required.

What the Role Involves

Panel members will design and run a formal recruitment process for coaching roles across our State Team programs (Interstate, Pathway, Oceania and Masters), including:

- Defining and confirming role requirements for each State Team coaching position, in line with the scope provided
- Advertising and promoting coaching vacancies to attract a strong field of applicants
- Assessing applications, conducting interviews and reference checks against agreed criteria
- Making coach appointments
- Ensuring the process is fair, transparent, well-documented and consistently applied across all State Teams

Skills and Experience We Are Seeking

We are looking for panel members with demonstrated experience in:

- Recruitment and formal selection processes — designing and running a fair, rigorous, well-documented process to assess and appoint people into roles
- High-performance sport — understanding of what it takes to prepare athletes and programs for competition at a representative or elite level
- High-level coaching — coaching experience or deep familiarity with what effective coaching practice looks like (any sport)
- Talent identification — the ability to recognise coaching potential and capability, not just track record
- Communication and stakeholder management — confidently engaging with candidates through a sensitive process

- Understanding of the coaching role — a clear view of what makes a good coach: technical capability, athlete development philosophy, communication style, professionalism and cultural fit

A background in rowing is not required. We are equally interested in hearing from people with recruitment, HR, high-performance sport or coaching backgrounds from other sports or industries.

How to Apply

To register your interest, please provide:

- A short cover letter (maximum one page) outlining your relevant experience against the areas above
- A current CV or resume

Expressions of interest should be submitted to Andrew Swift, Rowing SA CEO aswift@rowingsa.asn.au by 9am Monday 14 September 2026. For a confidential discussion about the role, please contact Andrew Swift on 0499 898 373.

Panel appointments will be confirmed by Rowing SA, with the panel expected to commence its recruitment process shortly after appointment to support coach appointments being finalised ahead of the 2027 season. It is anticipated that this Panel will operate between September – November 2026.