

2027 State Team Position Descriptions

Read this document before applying

Coaches, Selectors and Selection Ombudsman | October 2026

Before you apply

This document is the position description for each 2027 State Team Coach, Selector and Ombudsman role. All applicants must read it in full before applying.

Applications for coach and Selector roles will be assessed by the Coach/Selector Selection Panel against the criteria in this document. Applications for the Selection Ombudsman role will be assessed by the Rowing SA Board against section 7. **Your nomination must address the assessment criteria for each role you are applying for.**

Coaches: sections 2 to 5. Selectors: sections 2 to 4 and 6. Selection Ombudsman: sections 2 to 4 and 7.

1. Introduction

Rowing South Australia is seeking expressions of interest from coaches, Selectors and a Selection Ombudsman for the 2027 State Team programs: the Interstate (Open and Youth), Pathway, Oceania U22 and Masters teams.

Following the 2026 State Team Review, Rowing SA has introduced a new, independent process for appointing coaches and Selectors, along with a stronger focus on transparency, communication and team culture. This document is the position description for each role. It sets out what each role involves, the qualifications, experience and culture we are looking for, and how to apply. It expands on the Coach/Selector Selection Panel (CSSP) Scope approved by the Rowing SA Board, and the criteria in it are the criteria against which applications will be assessed.

All roles are voluntary. We are grateful to everyone who gives their time and expertise to support South Australia's State Teams.

Before applying, please read the 2027 Selection Policy (including its Appendices), the CSSP Scope and the Event Requirements for the relevant team, all available on the Rowing SA website.

2. Our Culture and Values

We want every State Team to be a positive, inclusive and high-performing environment that athletes are proud to be part of. Everyone in a State Team role is expected to model the Rowing SA Values:

- **Respect:** value all contributions and treat each other with kindness.
- **Integrity:** be accountable, fair, honest and ethical, and inspire community confidence.
- **Diversity:** celebrate the diversity of our people and programs, and value inclusion for all.
- **Excellence:** support achievement at all levels.

In practice, this means we are looking for people who:

- put athlete welfare, development and experience first;
- work as one team across programs, coaches, Selectors and Rowing SA staff;
- communicate clearly, respectfully and in a timely way with athletes, parents, coaches and clubs and schools;
- are open to feedback, including from athletes, and committed to continual improvement;
- make and support decisions fairly, objectively and transparently; and

- respect confidentiality, particularly in relation to selection decisions and athlete medical and personal information.

A State Team Values and Behaviour Framework and Athlete Experience Standards will be developed with athlete input during the 2027 season. Once approved by the Rowing SA Board and published, they will form part of the expectations of selection and appointment, and coaches are expected to contribute to their development. In the meantime, all roles are bound by the Rowing SA Values, Code of Conduct, Child Safeguarding Policy and Member Protection Policy.

3. How Appointments Are Made

Coaches and Selectors are selected by the Coach/Selector Selection Panel (CSSP), an independent panel endorsed by the Rowing SA Board. The panel has three independent voting members, with the Rowing SA CEO as a non-voting member providing administrative support.

- **Assessment:** the panel assesses each application against the assessment criteria in this document, which reflect the CSSP Scope and the Selection Policy, and may conduct interviews and reference checks.
- **Decision:** the panel selects the preferred candidate for each role and records the reasons for its decision.
- **Ratification:** the Rowing SA Board ratifies the panel's decisions, which constitutes the formal appointment. The Board confirms the process has been followed but does not re-determine the merits.
- **Head Coach roles:** Head Coach roles for the Interstate, Pathway and Oceania programs may be filled under the Direct Appointment Pathway in the CSSP Scope, where the panel is satisfied the pre-conditions are met by a single clearly identified individual and considers a direct appointment appropriate. Otherwise, these roles are filled through the panel's open recruitment process. The Masters Head Coach, and all crew coaches across every program, are recruited through the panel's open recruitment process.
- **Selection Ombudsman:** the Ombudsman is appointed by the Rowing SA Board directly, not by the panel.
- **Conflicts of interest:** all applicants must disclose any conflicts of interest, which are managed under the Conflict of Interest Policy (Appendix E to the Selection Policy).
- **Appeals:** panel selection decisions may be appealed under the Appeals Policy (Appendix B to the Selection Policy).

4. Requirements for All Roles

Everyone appointed to a 2027 State Team role must:

- hold a current Working with Children Check, consistent with Rowing SA's obligations under the Child Safety (Prohibited Persons) Act 2016 (SA) and clause 2.1 of the Rowing SA By-Laws;
- disclose all conflicts of interest during the application process, and any that arise during the season;
- uphold the Rowing SA Values and comply with the Code of Conduct, Child Safeguarding Policy and Member Protection Policy;
- respect the confidentiality of selection decisions, deliberations and athlete information; and
- be available for the key activities of the relevant program (see section 8).

In addition, coaches and Selectors must be current financial and registered members of Rowing SA (or another State Rowing Association) with no outstanding debts to Rowing SA, and meet the requirements of the World Anti-Doping Agency and Sport Integrity Australia, as set out in the Selection Policy.

5. State Team Coaches

The role

Coaches prepare South Australian crews for national and international competition. All coaches work as part of one coaching team under the guidance of the Head Coach for their program. Head Coach roles also include leadership of the coaching team and management of the program.

What the role involves

- planning and delivering crew and squad training, in consultation with the Head Coach and Selectors;
- supporting selection activities, such as seat racing, as directed by the Selectors, while remaining objective;
- organising boats and equipment in line with the Equipment Policy (Appendix D);
- participating in coaching team meetings and development sessions;
- communicating professionally with athletes, parents, coaches, Selectors and Rowing SA; and
- attending the relevant competition, including pre-race preparation.

Assessment criteria

The panel will assess coaches against the following criteria, drawn from the Selection Policy, together with the program-specific criteria below:

- **Coaching experience and expertise:** a recent proven track record coaching crews at the relevant level; in-depth knowledge of technique, rigging, race strategy and training methods; the ability to use video analysis and give clear technical feedback; and familiarity with contemporary athlete conditioning, injury prevention and recovery.
- **Leadership and communication:** the ability to inspire and motivate athletes; excellent verbal and written communication; and the ability to work collaboratively with athletes, their coaches, parents and clubs and schools.
- **Commitment and availability:** attend training, regattas and meetings.
- **Values and culture:** a commitment to Rowing SA's Values and a positive, inclusive and safe environment for athletes.
- **References:** positive references from athletes, coaches or club officials. An interview or presentation on coaching philosophy may be required.

Program-specific criteria

The following criteria apply to all coaching roles within each program, including Head Coach roles. Please address the criteria for each program you are applying for.

Interstate Team (Open) — Kings Cup, Queens Cup, Penrith Cup, Victoria Cup and Single Scull events

Interstate Team (Open)	
Program objective	Deliver a competitive, well-prepared open-level crew/squad capable of medalling at the National Interstate Regatta.
Athlete cohort	Senior open-age athletes, including NTC and interstate-based athletes.
Coach qualification	Level 2 minimum (Level 3 desirable) under the National Coaching Accreditation Scheme (NCAS).
Experience required	Demonstrated coaching of open-level crews to national or international competition; experience managing high-performing, self-directed athletes.

Key attributes	Strong technical and race-strategy expertise; composure under competitive pressure; ability to collaborate with Selectors and other coaches; experience managing NTC/interstate-based athlete logistics. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.
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Interstate Youth Team — Youth Men's Eight and Youth Women's Eight

Interstate Youth Team	
Program objective	Prepare U21 athletes for representative racing and support their transition from junior/school rowing into the senior pathway.
Athlete cohort	U21 athletes, some still engaged with school programs.
Coach qualification	Level 2 minimum (Level 3 desirable) under the National Coaching Accreditation Scheme (NCAS).
Experience required	Coaching junior or school-age athletes; experience working alongside school/club coaches and parents.
Key attributes	Strong duty-of-care and safeguarding awareness; athlete development (not just performance) focus; clear, age-appropriate communication style; ability to coordinate with school and club programs. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

Pathway Team — U19 8+, U19 4x and U17 4x (both genders)

Pathway Team	
Program objective	Identify and develop emerging talent, building a pipeline of athletes into future State Teams and SASI programs.
Athlete cohort	Emerging and developing athletes identified through club, school and talent ID programs.
Coach qualification	Level 1 minimum (Level 2 desirable) under the NCAS.
Experience required	Experience in athlete development pathways; ability to track, assess and report on athlete progression over time. Experience preparing athletes for national competition, including travel, logistics and competition-week management.
Key attributes	Long-term athlete development philosophy; strong collaboration with SASI, clubs and schools; ability to engage and retain developing athletes. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

Oceania U22 Team — Oceania U22 Regatta (date and location to be confirmed)

Oceania U22 Team	
Program objective	Prepare athletes for representative competition at Oceania level, providing international-standard exposure.
Athlete cohort	High-performing pathway and senior athletes selected for international representation.
Coach qualification	Level 2 minimum under the NCAS.

Experience required	Experience preparing athletes for national competition, including travel, logistics and competition-week management.
Key attributes	Strong team and cultural management skills for a touring environment; adaptability. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

Masters Team — Men's and Women's Eight, Men's and Women's Quad

Masters Team	
Program objective	Support participation, engagement and competitive performance for masters-age athletes representing South Australia.
Athlete cohort	Adult masters-age athletes with a wide range of experience and fitness levels.
Coach qualification	Level 1 minimum (Level 2 desirable) under the NCAS.
Experience required	Coaching adult athletes with varied experience levels; balancing competitiveness with enjoyment and inclusion.
Key attributes	Strong communication and inclusion focus; ability to build camaraderie and team culture; flexibility to accommodate a broad range of athlete goals. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

Requirements for all coaches

- a current NCAS coaching accreditation at the level required for the program;
- current registration with Rowing SA, and coaching at an affiliated club or school, the National Institute Network, Rowing SA or Rowing Australia;
- a current Working with Children Check;
- completion of the Rowing SA State Team coach induction before commencing; and
- compliance with the Code of Conduct, Child Safeguarding Policy and Member Protection Policy.

A coach cannot be appointed if they are trialling, or intending to trial, as an athlete for a State Team, or are a sponsor of a prospective athlete. A coach who has a family or personal relationship with a prospective athlete may be appointed, provided the relationship is disclosed and they abstain from all selection discussions and decisions about that athlete.

6. State Team Selectors

The role

Selectors select athletes and coxswains for the State Teams, applying the Selection Policy and Event Requirements fairly, consistently and transparently.

- **State Team Selection Panel (STSP):** three Selectors for the Interstate, Pathway and Oceania U22 programs. One is appointed Chair of Selectors, who must not be a Rowing SA employee or a current State Team coach.
- **STSP – Masters:** a separate panel of three voting members: a Chair of Selectors – Masters, who must be independent of the Masters crews being selected; one Selector; and the Masters Head Coach.

What the role involves

- planning and running selection activities, including time trials, regatta assessments, seat racing and speed orders;
- collecting and assessing selection data against the Selection Criteria;
- keeping a written record of the reasons for each selection decision;
- considering exemption requests and Extenuating Circumstances;
- communicating decisions to athletes and offering debriefs to unsuccessful athletes;
- referring selections to the Board for ratification; and
- working with the Selection Ombudsman, who may observe selection activities and meetings.

Assessment criteria

The panel will assess Selectors against the following criteria:

- sound, impartial judgement;
- a thorough understanding of the Selection Policy and Event Requirements;
- the ability to apply the Selection Criteria consistently and record clear reasons for decisions;
- clear and respectful communication with athletes; and
- availability for selection activities.

Eligibility

A person cannot be a Selector if they:

- are trialling, or intending to trial, as an athlete for a State Team;
- are a sponsor of a prospective athlete; or
- have a family or personal relationship (by blood, marriage or de facto partnership) with an athlete trialling for the program they would select.

Other affiliations, such as coaching at a club or school or at SASI, or being a Head of Rowing, Director of Rowing or Teacher in Charge, are common in South Australia and are permitted, provided they are disclosed and managed under the Conflict of Interest Policy.

7. Selection Ombudsman

The role

The Selection Ombudsman is an independent observer, advisor and mediator who upholds the Selection Policy and makes sure selection processes are properly followed. The Ombudsman does not make selection decisions. A Selection Ombudsman will be appointed for each State Team program; one person may serve more than one program.

What the role involves

- observing selection events, Selectors' meetings and athlete debriefs, at the Ombudsman's discretion;
- investigating an act or omission of the Selectors, the CSSP or the Board under the Selection Policy, where a complaint or inquiry is made or the Selectors seek clarification;
- reviewing concerns raised by athletes and coaches at Step 3 of the Appeals Policy, and providing a written outcome within two business days;
- giving recommendations to the Selectors or the Board on any act or omission relating to their powers under the Selection Policy, which the Selectors must give due consideration; and

- providing a brief end-of-season report to the CEO and Board on compliance with the Selection Policy and recommended improvements.

The Ombudsman's involvement with a Participant ends once they lodge a Formal Appeal; the Ombudsman cannot take part in matters before the Independent Appeals Tribunal.

Assessment criteria

The Board will assess applicants against the following criteria:

- independence, integrity and sound judgement;
- experience in governance, dispute resolution, mediation, complaints handling or a similar field;
- an understanding of rowing or high-performance sport selection (desirable);
- clear, concise written communication and the ability to explain outcomes fairly; and
- availability at short notice during selection periods, particularly around crew announcements.

Eligibility

The Selection Ombudsman must be independent of the Selectors, coaches and athletes, and cannot concurrently be a member of the CSSP, a Selector or a State Team coach. A Rowing SA Director may hold the role, but must abstain from Board deliberations on the ratification of State Team selections and on any matter they have reviewed as Ombudsman.

8. Time Commitment and Key Dates

All roles are voluntary. Time commitment varies by role and program, with the busiest periods around selection activities and competition.

Program	Selection period	Competition
Interstate (Open and Youth)	November 2026 – March 2027 (crews announced 10 March)	Australian Rowing Championships, 15–21 March 2027
Pathway	November 2026 – April 2027 (final crews announced 3 April)	Pathway Regatta, 11–13 April 2027 (TBC by Rowing Australia)
Oceania U22	November 2026 – March 2027 (crews announced 10 March)	Oceania U22 Regatta (date and location TBC)
Masters	February – April 2027 (crews announced 7 April)	Australian Masters Rowing Championships, Canberra, 19–22 May 2027

Full dates for each program are set out in the Event Requirements.

9. How to Apply

Please read this position description in full before applying. To apply, complete the online expression of interest form on the Rowing SA website and provide:

- a summary addressing the assessment criteria for each role you are applying for, as set out in sections 5 to 7;
- a current CV or resume;
- the program(s) and role(s) you are applying for;
- any conflicts of interest;
- your Working with Children Check details; and

- for coaches, your NCAS accreditation level and contact details for two referees.

Role	Applications close
Coaches and Selectors	5:00pm Monday 26 October 2026 (ACST)
Selection Ombudsman	5:00pm Monday 26 October 2026 (ACST)

Applications that do not address the assessment criteria may not be able to be fully assessed. Eligibility requirements in sections 4 to 7 must be met for an application to be considered.

For a confidential discussion about any role, please contact Andrew Swift, CEO, on 0499 898 373 or aswift@rowingsa.asn.au

10. Related Documents

The following documents are available on the Rowing SA website:

- 2027 Selection Policy and Appendices A to E (Benchmark, Appeals, Selection Ombudsman, Equipment and Conflict of Interest Policies)
- 2027 Event Requirements for the Interstate, Pathway, Oceania U22 and Masters State Teams
- Coach/Selector Selection Panel (CSSP) Scope
- Rowing SA Code of Conduct, Child Safeguarding Policy and Member Protection Policy