

Position Description

Strength & Conditioning Coach - Contractor



TAS
THE ARMIDALE
SCHOOL



Position Description

Strength & Conditioning Coach - Contractor

The Armidale School

The Armidale School ('TAS') is a co-educational Anglican boarding and day school with a Junior School (Transition to Year 5), and Middle School (Year 6-8) and Senior School (Year 9-12). The School has an enrolment of approximately 670 students, including over 220 boarders.

TAS values and actively pursues individual academic performance and effort, but a TAS education is a comprehensive one, presenting every student with the experiences that create character and resilience, promote creativity, initiative and leadership and prepare them for life. We are proud of our history and traditions and membership of the GPS, yet at the same time we are liberal and progressive.

TAS staff are intrinsically involved in all aspects of the co-curricular program, allowing them to build greater understanding and rapport with each student.

The Armidale School's Vision is ***Excellence inspired by Character, Built through Challenge, Developing Graduates who are Capable, Kind and Confident.*** All Staff are expected to actively contribute to this Vision, and model the School's Values of ***Connection, Courage and Commitment.***

Role Statement

The Strength and Conditioning Coach is responsible for delivering a safe, inclusive and high-quality athletic development program that supports the physical growth, sporting performance and overall wellbeing of students participating in The Armidale School's sporting program.

Working within the school's high-performance environment, the Coach will design, implement and supervise age-appropriate strength, conditioning and movement-based training programs that enhance athletic performance, reduce injury risk and foster lifelong health, fitness and physical literacy.

The Contractor will work collaboratively with sports coaches, teaching staff, physiotherapists, medical professionals and school leadership to provide a coordinated and evidence-based approach to student-athlete development. The role requires a strong commitment to student wellbeing, professional practice and the promotion of a positive training culture that encourages participation, performance and personal growth.

This part-time contracted position comprises approximately 30 hours per week during term time, including 22 hours of direct student coaching, supervision and training delivery. The remaining hours are allocated to program design, athlete monitoring, performance assessment, administrative duties, equipment management and the maintenance of a safe and effective training environment. The role also includes the delivery of a two-hour weekend session at the discretion of the Head of Sport and Activities, mobility and injury prevention session.

Scope of Services

It is an expectation that our teachers will possess a range of strategies to actively engage students in a challenging and exciting learning process that differentiates according to age, ability and specific individual needs.

While there is a focus on literacy and numeracy, nurturing students' intellectual, emotional, spiritual and creative growth is also fundamental to a TAS education.

The role of Senior and Middle School Teacher is a key role in the academic and pastoral life of the School and reports to the Head of Department. All teachers are required to participate in the wider life of the School including co-curricular, sporting events and excursions.

The Contractor will be expected to:

- » Design and deliver age-appropriate strength and conditioning programs for individual athletes, teams and sporting squads.
- » Supervise both morning and afternoon training sessions to ensure safe, effective and technically sound exercise execution.
- » Develop programs that improve strength, power, speed, agility, endurance, mobility and movement efficiency.
- » Implement injury prevention, recovery, post injury rehabilitation, return to sport navigation and athlete wellbeing strategies.
- » Monitor athlete progress through testing, assessment and performance tracking.
- » Maintain accurate training records and communicate athlete development outcomes to relevant stakeholders.
- » Collaborate with coaches and support staff to align physical preparation with sporting performance goals.
- » Promote safe use, cleanliness and organisation of the school's gymnasium and training facilities.
- » Conduct equipment inspections and report maintenance or safety issues as required.
- » Foster a positive, inclusive and motivating training environment for students of all abilities.
- » Support students in developing healthy lifestyle habits, resilience, self-discipline and a lifelong appreciation for physical activity.
- » Comply with all School policies relevant to contractors, workplace health and safety requirements and child safeguarding obligations.
- » Maintain professional boundaries and actively contribute to a child-safe environment consistent with the National Principles for Child Safe Organisation.
- » Take a lead role in promoting and supporting staff, student and contractor safety and wellbeing, anticipating and responding accordingly.

Contractor Requirements

Essential

- » Relevant tertiary qualifications in Exercise Science, Human Movement, Sport Science, Strength and Conditioning or a related discipline.
- » Current First Aid and CPR qualifications.
- » Current NSW Working with Children Check clearance.
- » Current professional indemnity and public liability insurance (where applicable).
- » Demonstrated experience delivering strength and conditioning programs for adolescent athletes.
- » Sound knowledge of youth athletic development and injury prevention principles.
- » Promotion and support of staff, student and contractor safety and wellbeing.

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- » Compliance with all requirements of risk management, promoting an environment and culture consistent with principles of risk management.
 - » Exceptional verbal and written communication skills to support a range of interactions with a diverse range of internal and external stakeholders.
 - » Being committed to the Anglican values and ethos of the school.
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Desirable:

- » Current accreditation with the Australian Strength and Conditioning Association (ASCA) or equivalent recognised professional body

Terms of Appointment

This engagement is subject to the terms and conditions set out in Contractor Services Agreement between The Armidale School and the Contractor.

The School reserves the right to review, vary or conclude the engagement in accordance with the provisions of that agreement and having regard to operational requirements, service delivery expectations, compliance obligations and the ongoing needs of the School.

The Armidale School's Statement of Commitment to Child Safety and Wellbeing

All children and young people who come to The Armidale School have a right to feel and be safe. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe, and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for child abuse and other harm and are committed to acting in students' best interests and keeping them safe from harm.

The School regards its Child Protection responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the School community has a responsibility to understand the important and specific role they play individually, and collectively, to ensure that the wellbeing and safety of all students is at the forefront of all that they do, and every decision they make.

The School's Statement of Commitment to Child Safety has been designed to reflect the National Principles for Child Safe Organisations.

The School may review and amend this Role Description to reflect changing operational requirements and priorities. Contractors are expected to conduct their services in a manner consistent with the School's values, Code of Conduct, Child Safe Framework and Equal Opportunity principles.



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