

POSITION DESCRIPTION

Position name	Strength and Conditioning Facilitator
Classification	Instructional Services Grade 4, Level 5
Line Manager	Director of Sport
Key Relationships	Assistant Director of Sport, Heads of Sport, Chief Operating Officer, Head of Health and PE, Students

Our Purpose:

Scotch College Adelaide is an ambitious and aspirational ELC to Year 12 learning community committed to knowing, nurturing and challenging every individual within our care. We exist to empower young people to transform their world and its future through extraordinary learning, wellbeing and life experiences.

Guided by our values of Courage, Integrity, Inclusivity and a Commitment to Tomorrow, we cultivate curious minds, strong character and meaningful connections. We believe education should inspire young people to understand themselves, engage deeply with others and contribute positively to a changing world.

As a community of learners, wellbeing underpins everything we do. We seek to create an environment in which students and staff alike can flourish, embrace challenge, and confidently navigate the opportunities and complexities of the future.

Position Objective: Why this role matters

The Strength and Conditioning Facilitator contributes to the physical development, health and wellbeing of Scotch College students by creating opportunities for young people to build strength, fitness, confidence and positive lifelong movement habits.

The role supports Scotch's commitment to developing well-rounded young people by using strength and conditioning as a pathway to enhance sporting participation and performance, promote injury prevention and encourage students to take an active and informed approach to their physical wellbeing.

Position Overview: What this role will contribute

The Strength and Conditioning Facilitator is responsible for the day-to-day activation and effective use of the Purruna Strength and Conditioning Gym (SCG). The role provides strength and conditioning programming, coaching and supervision for students and other authorised gym users, with programs tailored to individual needs, developmental stages, sporting requirements and broader College priorities.

The role works collaboratively with Sport and Health and Physical Education staff to support student development through strength and conditioning across sporting, curriculum, co-curricular and wellbeing programs. The position also contributes to maintaining a safe, inclusive and welcoming gym environment and requires a strong commitment to child safety and student wellbeing.

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Key Responsibility Areas:

1. General

- Provide coaching and supervision to students and staff using the SCG
- Support the College in the promotion of the SCG for all students and staff
- Communicate to staff, students and parents about the programs offered from the SCG
- Work with the Head of Physical Education and other staff in related areas to maximise student learning through effective use of the SCG for curricular classes
- Ensure the SCG is safe, accessible and inviting
- Reduce the risk of injury by checking all equipment regularly and ensuring its maintenance adheres to Australian Standards
- Assist the Sports Department when the SCG is not being used by completing any reasonable jobs, including planning and delivering additional sporting events, programs, and activities across the school as required.
- Produce education resources and training for coaches and students to develop their understanding of strength and conditioning and best practice in regard to injury prevention and athletic development.

2. Exercise Programming

- Plan and deliver exercise programs for students (individuals and teams) which meet the AUS-Active Children's Fitness Guidelines (November 2021 and as updated)
- Work with Heads of Sport to plan and deliver sport-specific S&C programs aligned with sporting seasons and team needs.
- Plan and deliver exercise programs for staff
- Identify health risks associated with commencing exercise and optimise exercise program outcomes by screening and assessing each student before they commence exercise activities.
- Refer any risk factors identified by screening to the student's general practitioner or allied health professional for written guidance to develop and deliver the exercise program
- Ensure informed consent is received from each student's parent or guardian for the student's participation in the exercise programs
- Deliver exercise programs with a positive, safe, educational and fun methodology. Consider the development stage of each student and plan and provide exercise activities suited to their development, experience, and individual needs.
- Develop positive relationships with students and provide motivational support and guidance
- Maintain records on student screening and assessment, programming and equipment maintenance in an orderly and efficient manner.

3. Purruna Strength and Conditioning Gym Operation

- Work within the agreed scheduling for the use of the SCG and propose to the COO and Deputy Principal any amendments which might improve the activation of the gym
- Record and report on SCG student and staff attendance and progress
- Investigate demand for gender specific training and for students less inclined to participate and encourage their use of the SCG
- Conduct Professional Development opportunities with Heads of Sport, H.P.E. and other relevant staff to increase understanding of the SCG operation and its benefits for student health and wellbeing
- Work with Heads of HPE and Sport to integrate the SCG into student wellbeing, curriculum and sporting pathways.
- In the event of an emergency follow the procedures set in place by the college and understand those procedures specific to the SCG. Complete incident and accident reports, as required.

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- Ensure the cleaning of the gym is completed according to specification and that hand wipes and equipment wipes are available and used by students and staff after use
- Participate in staff meetings, trainings, events, and reviews as scheduled
- Report room and equipment damage to Maintenance.

4. Work Health Safety and Wellbeing

The College is committed to providing and maintaining a safe, healthy and supportive environment for all employees, students, visitors and members of our community. This includes promoting both physical and psychosocial health and safety.

- Workplace health and safety is a shared responsibility. All employees are expected to take reasonable care of their own health and safety, including their physical and psychosocial wellbeing, and that of others in the workplace.
- Employees are expected to follow reasonable safety instructions, College procedures, training requirements and actively contribute to identifying, reporting and managing workplace incidents, hazards and risks.
- Everyone has a role to play in creating a positive safety culture. Employees are encouraged to speak up about safety concerns and opportunities for improvement.

Key Selection Criteria: Qualifications, Experience, Knowledge and Personal Attributes

Qualifications & Certifications

- Attainment and maintenance of a valid Working with Children Check (WWCC)
- Attainment and maintenance of the 'Responding to Risk of Harm, Abuse and Neglect – Education and Care' (RRHAN-EC) qualification at the masterclass level
- Attainment and maintenance of HLTAID012 'Provide First Aid in an Education and Care Setting' Certificate.
- Certification in the Department for Education's 'Protective Practices for staff in their interactions with children and young people' online training module.
- Appropriate Strength and Conditioning accreditation or Fitness Certification, with professional knowledge and practice aligned with the AUS Active Children's Fitness Guidelines.

Experience and knowledge

- Previous experience working in a strength and conditioning, fitness or athletic development environment.
- Experience designing and delivering exercise programs for children and/or adolescents, with an understanding of age-appropriate training principles and developmental considerations.
- Demonstrated knowledge of strength and conditioning principles, exercise programming, injury prevention and athletic development.
- Demonstrated ability to assess participant needs and adapt exercise programs to accommodate individual abilities, experience and developmental stages.
- Experience working independently and using sound professional judgement within established policies, procedures and guidelines.
- Complete relevant AUS-Active approved continuing education requirements to support further development of professional knowledge and skills for delivery of children's health and fitness services
- Awareness of and willingness to comply with relevant legislative instruments, including but not limited to the 'Protective Practices for staff in their interactions with children and young people Guidelines' and College policies and procedures.

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Personal attributes

- Demonstrates a genuine interest in supporting the physical development, confidence, health and wellbeing of young people.
- Encourages participation and creates an environment where students feel comfortable, respected and supported regardless of their experience, ability or sporting background.
- Builds positive and respectful relationships with students, coaches and colleagues and communicates effectively with a diverse range of people.
- Maintains a strong focus on child safety, participant wellbeing, safe exercise practices and the appropriate use and maintenance of equipment.
- Responds positively to changing needs, sporting schedules and student requirements and is willing to contribute across the broader Sport program when required.
- Demonstrates initiative and the ability to work effectively with limited supervision while recognising when consultation or escalation is required.
- Demonstrates a receptive mindset and commitment to ongoing professional learning, particularly in relation to strength and conditioning, youth development and best practice.

Conditions of Employment:

- Must be eligible to work in Australia
- Must satisfy child protection screening and adhere to Scotch's Child Protection policy and procedures
- Position is employed under the terms and conditions of the Scotch College Adelaide Enterprise Agreement

Finally

No position description can capture the complexity of tasks within a College. Therefore, this position description should not be limiting and some flexibility is required when using it for reference. There will be other tasks, not described above, that may be given to this position from time-to-time. All positions evolve and change over time, and the College commits to regularly review and update position descriptions to accurately reflect the contribution of employees.

This role may require reasonable out of hours work. Scotch College respects employee's right to disconnect and will communicate with the incumbent regarding when out of hours work is anticipated and discuss reasonable ways to minimize disruption to personal life.

Scotch College is a child-safe organisation and committed to the safety and wellbeing of children and young people. We undertake appropriate screening and suitability assessments to determine the commitment of applicants to supporting child safety and wellbeing values in practice.

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