



## **MOUNT ALBERT GRAMMAR SCHOOL**

### **Director of Rowing**

#### **Job Description**

**Responsible to:** MAGS Director of Sport  
Headmaster

**Functional relationships:** MAGSROW Steering Committee (SC).  
President of MAGSROW Management Committee (MC).  
Club Captain of West End Rowing Club (WERC).  
WERC Club Rowing Manager  
Rowing Directors or Head Coaches of other schools.

**Responsible for:** MAGSROW coaches

**Position Purpose:** The Director of Rowing will guide the implementation and ongoing development of the MAGSROW coaching programme and will actively lead its application to enable each athlete to reach their full potential. The Director will also help ensure the sustainability of the MAGSROW programme through rower recruitment and retention, and coach development and management.

**Hours of work:**

Negotiable to suit a co-designed programme that reflects the demands of both in-season and off-season training.

**Primary Objectives:**

1. To ensure that the MAGSROW philosophy, that every athlete is encouraged to achieve their best potential both in rowing and in the development of life skills; and that each is inspired and equipped to attain goals of personal excellence both on and off the water through the development of team culture and individual character, permeates every aspect of MAGSROW activities. This philosophy is underpinned by the MAGS Way values.
2. Design, develop and communicate the purpose and goals of training programmes.
3. Strategically assign available coaching staff to support you in implementing training programmes.
4. Provide guidance, support and development for coaching staff.

5. Work positively with MAGSROW's Steering and Management committees, and with the Director of Sport, the Headmaster, their leadership team, and relevant senior staff at MAGS.
6. Work collaboratively with other members of MAGS staff.
7. Maintain positive working relationships with the West End Rowing Club with a strong focus on operational interfaces under the Memorandum of Understanding between WERC and MAGS.
8. Maintain positive working relationships with two other school rowing programmes (St Peter's College and Baradene College) that also row from the WERC shed and share facilities and plant.

#### **Accountability and Delegated Authority:**

1. Be central to the collective development of the MAGSROW coaching programme.
2. Effectively manage all Rowing resources.
3. Guide the actions of the individual (coach or athlete).
4. Integrate and underpin the values of the MAGSROW philosophy.
5. Lead from the basis of the agreed MAGSROW philosophy.

#### **Key Responsibilities:**

1. Ensure the MAGSROW philosophy and inherent values are applied to everything that is done.
2. Leadership and development of coaching staff to ensure they assist in delivering the MAGSROW programme and grow and enhance their coaching skills.
3. Liaise regularly, in a structured manner, with the coaching staff. This is to ensure that the training sessions address the necessary technical skills, enhance competitiveness and performance, build intrinsic motivation and develop personal values.
4. Regularly attend monthly Management Committee meetings.
5. Attend Steering Committee meetings as and when required.
6. Manage the MAGSROW activities in relation to regatta entries, competition, plant allocation (jointly with West End Rowing Club and other club entities) and training schedules.
7. Advise and guide the MAGSROW Management Committee and other stakeholders on all MAGSROW activities related to regatta entries, competition, training camps (except accommodation, transport and meals, which are organised by the Management Committee), uniform, equipment maintenance and equipment purchases.
8. Be responsible for operational interface with West End Rowing Club and the other schools under the joint Memorandum of Understanding.
9. Design, implement and review an annual plan together with the Management Committee and Steering Committee.
10. Provide timely and effective communication with all parents (via the MC member responsible for communication) in regard to training and competition plans, dates and times.
11. Participate strongly (with support from MC President and/or SC Chair) in communication with individual rowers and parents on performance, selection and athlete well-being issues.
12. Oversee an effective rower recruitment and retention strategy

**Key Performance Indicators:**

1. MAGSROW student athletes display high standards of character, behaviour and demeanour, with an appreciation of team culture.
2. Training sessions are time efficient and proceed with clear purpose and objectives.
3. Each member of the coaching team follows the agreed programme and there is clear communication between members of the coaching team and the Director of Rowing.
4. There is effective liaison with the MC across all aspects of the rowing programme, specifically including matters of logistics, parental communication and athlete well-being.
5. Regular liaison occurs with the SC that enables all aspects of the MAGSROW philosophy and culture to be consistently implemented and continually reviewed, refined and developed.
6. All logistical elements of the rowing programme are well co-ordinated and communicated.
7. Strong and positive working relationships are maintained with MAGS, WERC and the other rowing schools.
8. The WERC annual Operational Plan and MOU are adhered to at all times
9. A comprehensive review of programme performance is undertaken annually, including structured feedback from athletes and parents.
10. Parents are well informed in advance of all time and place commitments required of their child so they may plan accordingly.

Success will be measured, with no particular weighting, through a combination of

- athlete on-water achievement,
- off-water fun and enjoyment of the sport,
- athlete development of life skills, and
- the culture of the programme

This success will be assessed through

- regatta results,
- development of athletes' metrics,
- end-of-season surveys,
- strong retention numbers and
- positive recruitment interest.

**Signed:**

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**Director of Rowing**

**Date:**

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**Signed:**

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**Director of Sport on behalf of Mount Albert Grammar School**

**Date:**

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