



Mercantile Rowing Club

Youth development Coach

Position Description

JOB TITLE	Mercantile Rowing Club – Women’s Youth Development Coach
Job Type	Part-time
Location	Boathouse 5, Boathouse Drive, Melbourne Vic 3004 (travel will be required)
Reports to	Mercantile Head Coach
Tenure	Olympic Cycle April 2025 – December 2028
Key Priorities	The successful implementation of the Mercantile High-Performance Vision 2024-28 as a key partner of the Victorian Institute of Sport (VIS) and Rowing Australia Pathway Program A Key Focus on the recruitment and development of U19 and U21 Athletes in the Junior Development and Youth Programs. The Development of Mercantile’s next generation of athletes.

Mercantile Rowing Club was founded in 1880, Mercantile Rowing Club embodies a legacy of excellence & camaraderie. Our founders aimed to enrich Melbourne's society through the noble sport of rowing. Today, we uphold these values:

- Excellence in rowing

- Physical & mental health
- Respect & Friendship for all

Our members are leaders in sport, coaching, & beyond, with World & Olympic Champions, & Thomas Keller Medallists part of our proud community of athletes.

Mercantile is located on Boathouse Drive, Melbourne, an iconic location for rowing in Victoria. Rowing is facilitated on the Yarra River with training facilitated upstream and downstream.

Mercantile Rowing Club is a High Performance Pathway Club for Rowing Australia. The Head Coach of Mercantile will be the VIS Pathway Lead Coach. The VIS will develop a VIS Development Lead Coach to be facilitated through Melbourne University Boat Club. This model provides the opportunity to facilitate the development and performance of athletes within the state of Victoria. This position will work closely with Melbourne University Boat Club (MUBC) in the provision of the Victorian High Performance Program.

Mercantile looks to be innovative and creative in establishing connections and programs for athletes and coaches, to ensure Mercantile is the strongest Club in Victoria and Australia. We aim to enable our athletes will opportunities to develop and learn through the opportunities provided. Mercantile is funded through memberships, partnerships, the Mercantile Foundation and as a partner with Rowing Australia and the VIS.

How to Apply:

Provide the following:

- Cover letter
- Resume
- 3 references

Email your application to Tom Courtney, Performance Director performance@mercantile.org.au

Applications Due by 14 March 2025

About the Role:

Reporting to Mercantile Head Coach and VIS Lead Coach, the Mercantile Women's Youth Development Coach will drive and facilitate the development of U19 and U21 Rowers at Mercantile Rowing Club.

- This is a part time position, offering a competitive remuneration package based on the successful candidates experience and demonstrated competency.
- This is an identified position requiring a current Working with Children Check.
- The role will commence in April/May 2025

Who are we looking for:

- The individual will be an exceptional coach with deep knowledge and understanding of the technical, tactical and physical requirements for success in High Performance
- Have a track record of coaching success and developing athletes.
- An rapport with schools and athletes in Victoria
- To work with the Head Coach and Lead Performance Coach in building on the healthy culture within Mercantile Rowing Club

- A proven ability in building and maintaining a thriving performance rowing environment and culture with underage athletes
- Understand the needs of high-performance athletes and coaches.
- Be able to develop, contribute and work within a team environment.
- Have a clear understanding of the importance of wellbeing as a key pillar of an environment for sustained high performance success

Key requirements

Qualifications: Current level 2 coaching accreditation (NCAS) or equivalent

Experience: Proven success as a coach and as a recruiter of rowers

Skills:

- Demonstrated expertise in rowing coaching with a successful track record with underage athletes
- Proven ability to collaboratively engage with a range of stakeholders including schools, club coaches, parents, sports scientists, and national sporting bodies, to foster an integrated high-performance team environment.
- Demonstrate expertise using technology for athlete performance management, encompassing performance tracking, athlete monitoring, data analytics, and program administration tools.
- Demonstrated communication skills to effectively convey instructions, provide feedback, and build positive relationships with athletes, coaching staff, school and club coaches, parents and other relevant stakeholders.
- Demonstrated ability to create and maintain connections with schools and clubs to recruit athletes
- High level communication skills including verbal, written and digital communication

Personal Attributes/Values

- Highly motivated, goal orientated
- Acts with integrity and accountability.
- Communicates in an open, honest and respectful manner.
- Works collaboratively and encourages others to achieve higher performance

MAIN DUTIES/RESPONSIBILITIES

Coach

1. Coordinate the Women's Youth and Junior Development Rowing Programs at Mercantile Rowing Club.
2. Responsibility for coaching and developing a squad of rowers aspiring to State and National selection.
3. With the Head Coach drive the recruitment of talented athletes to Mercantile Rowing Club.
4. Track and monitor progress and development of squad athletes.
5. Prepare athletes for representation and medal winning performances at U19 and U23 at State and National Competitions
6. The coach follows and applies the training and technical principles as outlined by Mercantile Head Coach
7. Attend regatta's as required for Coaching and recruitment purposes
8. In conjunction with the coaching team, athletes and Mercantile Committee, assist with the facilitation of a supportive, nurturing culture which drives performance and supports athletes in achieving their goals.

Administration

1. Assist the Mercantile Operations Manager with the administration and logistics of camps and regattas
2. Manage data and communication using Mercantile communication methods (Ms Teams, email and whatsapp)

Recruitment

- Recruit school leavers and Junior Athletes, to strengthen and provide opportunities for athlete development, enabling Mercantile to have strong performances in U19 and U21 state and national competitions
- Engage with the school rowing coaches to establish close working relationships that encourage the students to join Mercantile.

Planning and Coordination

- In consultation with the Performance Director plan and coordinate training for Youth Men
- Be the Lead Coach for Youth and Junior Men at Mercantile
- Assist the Performance Director / Captain with regatta and trailer planning
- Work Collaboratively with the Mercantile Men's Youth Development Coach

Fleet Management

- Coordinate with the Head Coach and Operations Manager regarding the delegation of equipment to squads and maintenance of equipment
- Notify Performance Operations Manager regarding equipment damage and repairs required

Annual Camp

- Coordinate Youth and Junior Women's attendance at Annual camp
- In Consultation with the Performance Director prepare a training plan for the U21 athletes on camp

Reporting and Supervision

Reports to:

- Primary
 - Mercantile Head Coach
 - Performance Director
- Day to day management
 - Mercantile Head Coach

Positions reporting to this role:

- Assistant coach of Youth or Junior Men/Women athletes

Key Relationships

Internal:

- Performance Director
- Mercantile Head Coach
- Mercantile Lead Coach
- Mercantile men/women Youth Coach
- Mercantile Committee
- Mercantile Youth and Junior athletes
- Mercantile Members

External:

- School Rowing Program Coordinators
- School Rowing Program Coaches
- Rowing Victoria – Interstate Team Director
- Rowing Victoria - Interstate Youth Squad Lead Coaches
Youth and Junior athletes in Victoria

Pre-Employment

Essential:

Evidence of the following must be provided prior to appointment to this role:

- Current Working with Children Registration/Check
- National Police Clearance
- Current First Aid Certificate

- Current Driver's Licence
- Current boat licence
- Experience rowing coaching at Underage (U19, U21,)

The successful candidate must continue to satisfy the above essential requirements/qualifications throughout their employment in this role.

Due to the uniqueness of this position there is a requirement of weekend work at regattas and camps. Candidate must be prepared to coach (if required or selected) Australian crews overseas.