

Duty Statement

Director of Aquatics (Swimming and Water Polo)

DATE: 2026

STATUS: Full-time

TIME: Senior Leadership Role – Hours as reasonably required

FACULTY/AREA OF RESPONSIBILITY: Aquatics Precinct

EMPLOYING ENTITY for the purposes of this role: Christ Church Grammar School

POSITION CONTEXT:

Christ Church Grammar School and Methodist Ladies' College are neighbouring independent day and boarding schools located in Claremont, Western Australia. Together, the Schools share a world-class Aquatic Precinct that supports aquatic education, school sport, participation, competition and wellbeing outcomes for students from both school communities and the broader community.

The Aquatic Precinct is a joint facility and key partnership between Christ Church Grammar School and Methodist Ladies' College. From 1 January 2027, the schools will assume direct responsibility for the operation, management and delivery of aquatic programs within the shared Precinct, with a clear student-first purpose and an equal commitment to supporting the needs, identity and priorities of both Schools and their communities.

The Precinct provides an opportunity to establish a coordinated aquatic program model that increases participation, strengthens school swimming and aquatic sport, and creates clear age- and ability-appropriate pathways for students and community participants.

Through shared governance, coordinated programming and strong collaboration between both Schools, the Precinct aims to enhance access, participation, skill development, performance outcomes and aquatic confidence.

POSITION OVERVIEW:

The Director of Aquatics (Swimming and Water Polo) provides strategic and operational leadership for the whole Aquatic Precinct on behalf of both Schools, with overall responsibility for building a safe, sustainable and commercially viable aquatic program that reflects the shared interests, identity and priorities of Christ Church Grammar School and Methodist Ladies' College. The role is the single point of accountability to the Joint Aquatic Committee for safety, participation, sporting outcomes, performance pathway development and financial sustainability across the Precinct.

The Director drives the strategic direction and aquatic pathway framework, ensuring a clear through-line from PE curriculum, school swimming and Learn to Swim through to squad swimming, water polo, competition pathways, adult programs and broader aquatic participation. A core purpose of the role is to increase student swimming participation, strengthen school sporting outcomes and provide a clear pathway for students from both Schools.

The Director provides direct coaching and leads the oversight, mentoring and performance management of the coaches and swimming teachers. The Director sets coaching standards, qualification expectations and professional development requirements for the squad coaching team. Through this leadership, the Director ensures coaching quality, athlete progression and squad performance are aligned with both Schools' strategic sporting priorities and pathway goals.

The Director holds the Aquatic Precinct Operations Manager accountable for operational delivery against the agreed strategic framework, including program implementation, customer experience, facility operations and commercial performance.

The Director also resolves conflicts between the Schools' priorities and ensures decisions balance the interests of both Schools equally. The Director represents the Precinct to the Joint Venture Committee, both School Executives and the wider community, reporting on strategic progress, participation and performance outcomes, safety, and financial sustainability.

LINE MANAGEMENT:

Reporting directly to the Heads of Sport from MLC & CCGS with reporting accountability to the Joint Aquatics Committee

WORKING RELATIONSHIPS:

- Joint Aquatic Committee
- School Executives (both Schools)
- Aquatic Precinct Operations Manager
- Coaches and Swim Teachers
- Heads of Sport, HPE and High-Performance staff (both Schools)
- Finance Lead and HR Lead (seconded from CCGS/MLC)
- Pool Plant & Water Quality Contractor (indirectly, via the Operations Manager)

KEY RESPONSIBILITIES:**Program Leadership and Management (Strategic)**

- Develop & Lead the Precinct's strategic direction and multi-year Learn to Swim, competitive swimming and aquatic pathway framework, in close consultation with Heads of Sport, HPE and relevant school leaders.
- Develop the annual squad strategy, training framework and competition calendar.
- Set and monitor annual participation, pathway and swimming performance targets across both Schools.
- Ensure equal benefit and representation for both Schools in program design, resourcing and pathway opportunities.
- Hold the Aquatic Precinct Operations Manager accountable for delivery against the strategic framework.

Staff Leadership and Development (Coaching Leadership)

- Provide oversight, mentoring and performance management of the Swim teachers and Coaches.
- Lead recruitment and appointment of the Aquatic Precinct Staff.
- Set teaching and coaching standards, qualification requirements and professional development expectations of Aquatic staff.
- Support succession planning and career pathway development for coaching staff across the Precinct.

Stakeholder Management

- Represent the Precinct to the Joint Venture Committee, and external swimming/water polo bodies as required.
- Build and maintain relationships with Heads of Sport, HPE and high-performance staff at both Schools to ensure the pathway supports each School's swimming and sporting goals.
- Act as the escalation point for cross-School disputes over program priorities, pathway decisions or resourcing.

Community and Customer Engagement (Strategic)

- Champion the Precinct's reputation and standing within the swimming and water polo community, including representative and pathway outcomes.
- Provide strategic oversight and leadership of stakeholder engagement and communications, supporting the Operations Manager to ensure clear, timely and consistent communication with Learn to Swim, squad, school and external stakeholders.
- Lead oversight of the Precinct's external-facing website content, marketing and communications, ensuring messaging accurately reflects the Precinct's vision, values, programs and schools' priorities.

Financial Performance

- Own the Precinct's annual budget and pricing strategy, approving budgets prepared by the Operations Manager in partnership with the seconded Finance Lead.
- Report financial performance and strategic progress to the Joint Venture Committee.
- Ensure the Precinct's commercial model sustainably supports pathway development, coaching investment and operational delivery.

Safety, Compliance and Operations (Strategic Oversight)

- Ensure the Precinct's safety culture, compliance framework and Emergency Action Plan meet both Schools' policy requirements and relevant legislation.
- Resolve and/or escalate safety, compliance or risk matters that exceed the Operations Manager's authority or require cross-School decision-making.

Administration and Reporting

- Prepare and present strategic reports to the Joint Venture Committee covering participation, performance, pathway progress and financial sustainability.
- Contribute to Precinct governance, policy development and continuous improvement at a strategic and operational level.
- Undertake other duties consistent with the level and responsibilities of the position to ensure efficient, safe and effective operation of the Aquatics Precinct.

KNOWLEDGE, SKILLS AND EXPERIENCE:

This position requires:

Leadership and People Management

- Demonstrated ability to lead and nurture a culture of high performance through the mentoring and support of coaching and operational staff. Managing and holding staff accountable for their professional performance.
- Proven experience building high-performing teams and coaching cultures.

High-Performance Aquatic and Coaching Expertise

- Extensive experience in competitive swimming coaching and operational leadership, including squad program design, athlete pathway development, and high-performance environments.
- Credibility to mentor and evaluate a squad coaching team at a technical level.
- Strong understanding of swimming/ waterpolo from school and club level through to state and national representation.

Strategic and Program Leadership

- Demonstrated ability to set strategic direction and translate it into measurable participation and performance outcomes.
- Experience operating in, or leading within, a multi-stakeholder or joint-governance environment (schools, clubs, committees).

Financial and Commercial Acumen

- Sound understanding of budgeting, pricing and financial sustainability, with the ability to oversee budgets prepared with Finance and operational support.

Communication and Stakeholder Management

- Excellent written and verbal communication skills, with the ability to represent the Precinct to Joint Venture Committee and external bodies.
- Strong relationship-building and conflict-resolution skills across two distinct school communities.

Personal Attributes

- Highly credible within the swimming and aquatic coaching community.
- A strategic thinker who can also engage authentically with coaches and athletes.
- Committed to equal benefit and outcomes for both Schools.
- Professional integrity and sound judgement in a joint-governance environment.
- Minimum of five years' experience in senior coaching leadership and/or high-performance aquatic program leadership.
- Completion and maintenance of required employment, child safety and screening checks, including a National Criminal History Record Check and Working with Children Check.
- Qualifications should include a Swimming Australia National Swim Coach Licence.
- Membership to Australian Swimming Coaches & Teacher Association.

SAFEGUARDING CHILDREN AND YOUNG PEOPLE:

Christ Church Grammar School and Methodist Ladies College takes child protection seriously, and as an employee of the School, you are required to meet the behaviour standards outlined in both the CCGS and MLC Child Protection Policies and Staff Code of Conduct, as updated from time to time.

Therefore, as part of your duties and responsibilities, you are also required to:

- Provide a welcoming and safe environment for children and young people
- Promote the safety and wellbeing of children and young people to whom we provide services
- Ensure that your interactions with children and young people are positive and safe
- Provide adequate care and supervision of children and young people in your charge
- Act as a positive role model for children and young people
- Report any suspicions, concerns, allegations or disclosures of alleged abuse to the Principal of CCGS & MLC.
- Maintain a valid Working with Children Check
- Report to management any criminal charges or convictions you receive during the course of your employment/volunteering that may indicate a possible risk to children and young people
- Participate in professional learning covering the Staff Code of Conduct & Child safety (CCGS & MLC) and all school policies and procedures relevant to the aquatics precinct at least biennially.

SALARY, TERMS AND CONDITIONS:

- For the purposes of legal employment only, the successful applicant will be employed under the Christ Church Grammar School (Support Staff Enterprise Bargaining) Agreement 2025)
- Opportunity to further your career through PD and study considered
- Salary will be negotiated according to qualifications and years of experience