



KINROSS WOLAROI
— SCHOOL —

Cricket Coach

Candidate Information Pack

Closing Date: 20 September 2026

September 2026



About Kinross Wolaroi School

Kinross Wolaroi School is a co-educational, independent day & boarding school of the Uniting Church. The School has a proud tradition of educating young people in its regional context and has been doing so for more than 140 years.

With a strong history of excellent academic results along with a diverse co-curricular program, Kinross Wolaroi School is a non-selective school with approximately 1,000 students enrolled (including more than 330 boarders in Years 7 to 12), located in the regional city of Orange, NSW. We firmly believe that the enjoyment of learning and the wellbeing of our students are paramount. Our students learn to think independently and develop a sense of authenticity that will be valuable in a world that is constantly evolving.

The School has two main campuses. The main campus, called *Wolaroi*, is a picturesque campus of 20 hectares and accommodates the main teaching facilities as well as the boarding facilities for boys' boarding. A second campus, called *PLC*, is located approximately five kilometres west of the main campus (on the opposite side of the city of Orange) and houses the girls' boarding facilities, a number of staff residences, a recreation and examination centre, an outdoor swimming pool and playing fields.

All classroom activities (the normal school day activities) for all students enrolled in Pre-K to Year 12 occur on the Wolaroi Campus. The main campus also includes a performance theatre, an auditorium, a sports complex including gymnasium and indoor swimming facilities, a medical centre as well as five playing fields.

For more information on our School, please visit www.kws.nsw.edu.au.



POSITION OBJECTIVES & RESPONSIBILITIES

Kinross Wolaroi School is seeking two enthusiastic and knowledgeable Cricket Coaches to join our Co-Curricular Program for the 2026/2027 cricket season. The positions will commence in Term 4, 2026 and continue through Term 1, 2027.

The School is seeking coaches for:

- Under 14s Cricket Coach
- Open 3rd Grade Cricket Coach

The successful applicants will be responsible for developing student skills, fostering sportsmanship and teamwork, and supporting the effective delivery of the School's cricket program.

Duties related to the position include, but are not limited to the following:

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| • Director, Co-curricular Learning | • Staff |
| • Head of Sport | • Students |
| • MIC of Cricket | • Parents |
| • External Bodies | |



POSITION DESCRIPTION

Duties related to the position include, but are not limited to the following:

Key Word	Duties
Coaching	• Assist MIC and coaching staff in the selection of teams and competition nomination • Assist with skills development in Students of all levels • Ensure a high level of fitness and appropriate technique
Co-Curricular Program	Under the direction of the MIC Cricket and Head of Sport, the Cricket Coach will: • Plan and deliver engaging training sessions. • Develop players' technical skills in batting, bowling, fielding and wicketkeeping. • Promote game awareness, tactical understanding and sportsmanship. • Assist with team selection processes when required. • Supervise students during training sessions and matches. • Ensure student welfare and safety at all times. • Support match-day operations, including scoring and administration. • Maintain accurate scoring records using PlayHQ and paper scorebooks. • Represent the School positively with students, parents and opposition teams.
Professional development	• Attend external coaching meetings • Actively engage in professional development
Other duties	• Attend to other matters appropriate to the position, consistent with the skills of the incumbent as directed by the Head of Sport.

Equipment & Resources

All coaching equipment and training resources will be supplied by the School. Additional support and training can be provided regarding scoring processes and PlayHQ requirements



Professional Review

This position description as outlined above is intended as a framework for professional review. The School reserves the right to alter roles and responsibilities requirements as required.

Reporting

In all matters concerning their employment, all employees are ultimately responsible to the Principal. However for practical purposes, these functions are delegated to the Executive Director, Corporate & Governance and Director, Co-Curricular Learning. For day-to-day operational matters the position will be responsive to the directions of the Head of Sport.

SELECTION CRITERIA

General Expectations for staff at Kinross Wolaroi School:

- Support for the culture of an Independent Uniting Church School is an essential prerequisite for all employees, including a willingness to support the Mission, Vision and Values for the School.
- Serve as good ambassadors of the School. This includes conducting oneself in accordance with the professional standards of the School, including being well-groomed and professionally attire.
- Take an active interest in the general life of the School – supporting policies, procedures, aims and objectives to facilitate the day-to-day operation of, and promote a high quality of education within, the School.
- Attend staff meetings and training when required.
- Ensure all students and parents are provided with a quality service in a timely, efficient, and friendly manner.
- Maintain professional confidentiality concerning information about staff and/or students and their families.
- Act as a member of a team, developing and supporting the philosophy and ethos of the team.
- Ensure that all documents are prepared and presented in accordance with the School's *Style Guide*.

Personal Qualities

- Highly developed interpersonal skills with the ability to develop and maintain constructive working relationships at all levels across diverse groups, including teaching and non-teaching staff.
- High degree of discretion, initiative, and personal organisation.
- Ability to remain calm under pressure.



Essential Professional Criteria

- Knowledge of current training and coaching methods
- Excellent leadership, communication and interpersonal skills
- High levels of integrity, diplomacy, confidentiality and tact
- Proven ability to be proactive and show initiative in a variety of situations
- A determination to ensure excellence across all sectors of the Programme and a willingness to continue to learn and be innovative
- Current First Aid and CPR certificate

Essential Professional Criteria

- Previous school or club coaching experience.
- Experience using PlayHQ scoring systems.
- Understanding of cricket scoring and scorebook maintenance.
- Relevant coaching accreditation.

Working with Children Clearance

The *Child Protection (Working with Children) Act 2012* (NSW) applies for anyone working in child related employment. It is expected that a verified Working Children's Check Clearance will be provided before commencement of duty for any role at the School and that the employee will ensure this clearance is maintained and updated as required whilst ever employed at KWS.

Workplace Health & Safety

- Be informed of and comply with WHS legislative and associated requirements (as employer makes information available, employee is to take steps to understand how it applies to self).
- Observe Kinross Wolaroi School WHS Protocol.
- Identify WHS information and training needs for self.
- Be involved in WHS projects according to priorities set by consultative processes and management direction.
- Comply with WHS initiatives as directed and agreed with management and consultative processes.
- Comply with safe work procedures as instructed by supervisor or manager.
- Comply with legal and reasonable instructions from employer representatives.
- Report all hazards, accidents and incidents to your supervisor and comply with WHS committee recommendations.



APPOINTMENT CONDITIONS

Employment will be offered on a maximum-term contract with dates negotiable in line with the 2026/27 Summer seasons.

Employment will be offered on a fixed term basis subject to a period of probation, defined as six months in accordance with the *Fair Work Act 2009* (Cth).

Employment conditions are governed by the *Independent Schools NSW (Professional and Operational Staff) Cooperative Multi-Enterprise Agreement 2025 (CMEA)*, as amended from time to time, or any subsequent industrial instrument that replaces it.

Comprehensive terms and conditions of appointment will be the subject of a separate employment agreement.

Right to Work in Australia

Kinross Wolaroi School is not in a position to sponsor entry into Australia. In applying for an Australian based position, you will be expected to already have a valid Australian work permit (permanent residency or applicable work visa). Information on Australian visas and working entitlements are available from the Department of Immigration.



APPLICATION

To make a confidential enquiry about the position, please contact the Human Resources Department on recruitment@kws.nsw.edu.au.

To apply for this exciting role, please submit the following to recruitment@kws.nsw.edu.au:

- **A cover letter** outlining your overall suitability for the position, including insights into who you are and what you have achieved during your career. Please ensure your cover letter addresses the Essential Knowledge, Skills and Attributes as well as the Essential Professional Criteria.
- **A Curriculum Vitae (CV)** clearly outlining your qualifications (including the institution and the date completed), career history, WWC accreditation, and current contact details.

Please include at least two referees at the end of your CV with their name, current position and contact details.

Referees will not be contacted without your prior agreement.

or addressed to

Human Resources
Kinross Wolaroi School
Locked bag 4
Orange NSW 2800

Preferred applicants will be screened in accordance with Child Protection legislation.