

POSITION DESCRIPTION

DIRECTOR OF FOOTBALL (SOCCER)



**MATTHEW
FLINDERS**
Anglican College

JOB CLASSIFICATION

Position title:	Director of Football (Soccer)
Reports to:	Head of Secondary via the Head of Sport
Employment type and hours of work:	Permanent, Part-time (0.4 FTE) Position <i>This position will see the incumbent work hours in line with the fixture and training schedule which includes early mornings, afternoons, evenings and weekends as required.</i>
Department / School:	Secondary School
Location:	Stringybark Road, Buderim, Queensland
Industrial instrument:	The Queensland Anglican Schools Enterprise Agreement 2024
Position classification: Educational Services (Schools) General Staff Award	Instructional Services Grade 5 <i>This position will be salaried <u>above award entitlements</u> and paid commensurate with experience.</i>
Last updated:	August 2025

ORGANISATIONAL CONTEXT

Matthew Flinders Anglican College is a co-educational College that cares for more than 1400 students in P-12 and 140 Early Learning Centre children. The College was established in 1990 and is

located on the Sunshine Coast in Buderim. The College has extensive facilities, comprehensive sporting and co-curricular programs and is committed to using technology to enhance educational opportunities.

Our Mission

Through transformational learning experiences, we inspire our students to achieve academic excellence, develop a profound sense of humanity and be motivated to create positive change in the world around them.

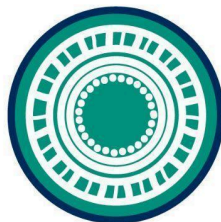
Our Vision

To Educate for Excellence in Learning and Life.

Our Values



Compassion: We are aware of suffering and are motivated to treat others with kindness, care and understanding.



Courage: We act bravely to overcome our fears, accept challenges and learn from our mistakes.



Integrity: We act with honesty, moral strength and grace, guided by humility and compassion.



Respect: We have a high regard for self and others, and for the wider community, and treat each other accordingly.

ABOUT THE POSITION

Position summary

The Director of Football (Soccer) will lead a high-quality, inclusive school and community soccer program at Matthew Flinders Anglican College ('the College'). The role is responsible for building a strong, sustainable soccer culture that supports all students—from beginners to elite players—providing clear pathways for skill development and personal growth from Primary through to Year 12 and beyond.

The Director will set the strategic direction and oversee the day-to-day delivery of the program across all year levels, ensuring it reflects the College's ethos of developing well-rounded individuals. This includes administering, scheduling, and coordinating all training, matches, and events; fostering a positive playing experience; and mentoring and developing coaching staff.

Where qualifications allow, the role may also include teaching responsibilities, ensuring soccer is integrated with the academic and personal development goals of the College.

Primary relationships

- Reports to the Head of Sport, ensuring the soccer program aligns with the College's overall vision and goals.
- Leads, mentors, and supports soccer coaches, fostering a collaborative and high-performing coaching team.
- Engages directly with students, guiding their development both on and off the field, and maintains open communication with parents, addressing concerns about welfare, participation, and progress.
- Collaborates with pastoral care staff, integrating the soccer program with the College's wellbeing initiatives to support students' mental and physical health.
- Works closely with the sports administration team, overseeing logistics, including scheduling, home match set-up, tours, equipment, and budget management.
- Partners with academic staff, ensuring students effectively balance academic responsibilities with their soccer commitments.
- Liaises with the Property Services team, ensuring that facilities and equipment are safe, well-maintained, and meet the needs of the soccer program.

Main responsibilities

Program Development and Strategic Leadership

- Design and execute a structured, developmentally appropriate soccer curriculum that covers all age groups and abilities from Prep through to Year 12.
- Ensure alignment with the College's mission by fostering a culture that prioritises student wellbeing, character development, and a love for the game.
- Set clear objectives for student participation at both developmental and competitive levels, promoting enjoyment of sport while maintaining high-performance standards for elite pathways.
- Implement clear pathways for the identification and development of talent, as well as participation opportunities for students who wish to play recreationally.

- Monitor and assess the performance and engagement of the program regularly, providing feedback to staff and students and adjusting strategies as needed.

Coaching Leadership and Development

- Recruit, manage, and mentor a team of soccer coaches, ensuring they are aligned with the College's values and coaching philosophy.
- Assume an active coaching role with the College's flagship teams.
- Develop and deliver a comprehensive coaching development program, including workshops, training sessions, and mentoring opportunities, to ensure high-quality coaching standards.
- Foster a collaborative team environment where coaches work together to support students' athletic, academic, and personal development.
- Implement a College-wide "Flinders Style of Play" that emphasises teamwork, respect, and skill development at every level, ensuring consistency in the program's approach to training and matches.
- Support coaches in player management by providing guidelines on skill development, team selection, and match tactics.
- Provide coaching resources, including manuals, training methodology, and relevant up-to-date technical information to support the coaches in delivering high-quality sessions.
- Engage in regular evaluations of coaches' performance, offering feedback, and assisting in their professional development.

Student Development and Wellbeing

- Ensure a supportive and inclusive environment for all soccer players, recognising diverse abilities and interests.
- Promote student wellbeing, particularly the physical and mental health of players, by collaborating with pastoral care staff and adhering to the College's safeguarding policies.
- Lead by example, ensuring that all players exhibit sportsmanship, respect for opponents, and pride in representing the College.
- Develop individual development plans for students who show exceptional talent, providing them with opportunities to pursue elite pathways within the sport.
- Celebrate student success by recognising and promoting both team and individual achievements throughout the College community.

Management and Administration

- Oversee the day-to-day operations of the soccer program, including planning training schedules, managing team selections, and coordinating fixtures and tournaments.
- Maintain regular communication with parents, players, and staff regarding all aspects of the soccer program, including training sessions, match fixtures, injuries, and events.
- In consultation with the Head of Sport, prepare and manage the annual soccer budget, ensuring resources are allocated effectively and equipment is maintained.
- Organise and manage tours, camps, and clinics that enhance the soccer experience for students, fostering their development and promoting team cohesion.
- Liaise with external bodies, including local soccer clubs and organisations, to provide students with broader opportunities for competition and development.

Stakeholder Engagement and Community Building

- Foster positive relationships with students, parents, coaching staff, and the wider College community.

- Partners with Flinders Club Sport and engages with local soccer clubs, state bodies, and other schools to ensure students and community members have access to representative opportunities, local competitions, and high-level soccer experiences.
- Provides strategic support to the Flinders Club Sport, Parent Support Group and volunteer coaches ensuring alignment with the College's soccer program and broader community objectives.
- Collaborate with the College's pastoral and academic teams to ensure a holistic approach to student development, including balancing academic workloads and training demands.
- Promote soccer through the College's internal networks including assemblies, MyFlinders and work with the Community Engagement team for external opportunities including social media, ensuring visibility and engagement across the community.

Work Health and Safety

- Ensure the safety of all students and staff involved in the soccer program, conducting risk assessments and ensuring equipment and facilities meet required standards.
- Promote a culture of safety by adhering to College WHS policies and guidelines, addressing any incidents promptly and appropriately.
- Provide first aid support during matches and training, ensuring injured players receive timely and appropriate care.

ABOUT YOU

Person specification

Essential qualifications

- Tertiary qualifications in sports management, physical education, or a related discipline.
- Registration with the Queensland College of Teachers (or ability to obtain) is highly advantageous, not essential.
- Football Queensland / Football Australia Youth or Senior Coaching Certificate and Licence, with a minimum AFC C Diploma (or equivalent).
- Unrestricted Qld Drivers License.
- Current Working with Children Check (QLD Blue Card).
- Current First Aid and CPR certifications.

Knowledge, experience and attributes

- Proven leadership in soccer program development, with demonstrated success in establishing, growing, and managing school-based soccer programs that cater to all levels, from grassroots to elite pathways.
- Strategic and visionary leadership, with the ability to develop and implement a long-term vision for soccer at the College, ensuring the program's alignment with the College's mission and values while driving sustained growth and success.
- Comprehensive understanding of player development pathways, ensuring smooth transitions from beginner to elite levels, with a focus on creating opportunities for students to reach their full potential both in participation and competitive contexts.

- Strong coaching credentials, with a proven ability to inspire and develop both players and coaching staff, fostering a positive, inclusive, and high-performance environment across the soccer program.
- Exceptional organisational and leadership skills, capable of managing multiple stakeholders, complex logistics, and the day-to-day operations of a large-scale soccer program.
- Innovative approach to program development, with a track record of introducing new ideas and strategies that enhance the soccer experience and ensure the program remains relevant, engaging, and future-focused.
- Commitment to student wellbeing and safeguarding, with a deep understanding of child protection practices and a strong emphasis on the physical and mental health of students within the soccer program.
- Excellent communication and interpersonal skills, able to build and maintain strong, professional relationships with students, parents, staff, and external stakeholders, ensuring a collaborative and supportive community.
- A passion for soccer and its role in developing character, teamwork, resilience, and lifelong skills, with a commitment to fostering these qualities in all students.
- Experience in managing a multi-level soccer program, overseeing both junior development and senior competitive teams, while ensuring consistency and quality across all levels of the program.
- Ability to navigate the complexities of a school environment, balancing academic, pastoral, and sporting priorities to create a holistic and integrated approach to student development.

STATEMENT OF COMMITMENT

Safeguarding our Students

Matthew Flinders Anglican College supports the rights of children and young people and is committed to ensure the safety, welfare and wellbeing of Students. Matthew Flinders Anglican College is therefore committed to responding to allegations of student harm resulting from the conduct or actions of any person including that of employees.

To ensure the safeguarding of our students, all employees must have a current Employee Working with Children Check (Qld Blue Card or Qld Teacher Registration) before commencing work. In addition, included throughout the recruitment process are checks of suitability for employment with children.

Workplace Health and Safety

Matthew Flinders Anglican College is committed to ensuring the physical and psychological health, safety and wellbeing of our people. Employees (including contractors and volunteers) must comply with all legislative requirements in respect to Workplace Health and Safety and follow all policies, procedures and codes to ensure a safe and accident-free workplace is maintained, hazards identified and risks are appropriately mitigated.

Equal Employment Opportunity

Matthew Flinders Anglican College is an equal opportunity employer. We recognise that teams who reflect a diversity of lived experience, identity, perspective, and background help us to create a healthy and inclusive working culture where our staff, students and community can thrive.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered to meet the changing operational needs of the College.



Matthew Flinders Anglican College

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"Surrounded by our past, united by our future." Artwork by David Williams of Gillingbarr.