



Debating Co-Head Coach (2 Positions)

Commencement: Term 4, 2025

Location: Brisbane State High School and various venues

Brisbane State High School has a proud tradition where the Extra-Curricular (E-C) Program forms an integral part of the State High experience. Tradition is valued as a way of honouring the past while maintaining a strong and consistent identity.

The E-C Program offers a wide range of Sporting, Cultural and Other activities that provide students with opportunities to participate, learn, develop and excel. Sporting activities include participation in *The Great Public Schools' Association of Queensland Inc (GPS)*, *Queensland Debating Union (QDU)* and other competitions offered by sporting associations.

The GPS and QDU Debating Program at Brisbane State High School is one of the largest within the E-C Program, with strong participation from Years 7–12.

We are seeking expressions of interest for two **Head Coaches – GPS/QDU Debating**, a leadership role that combines high-performance coaching with program development and strategic oversight across the Debating Program. These two positions will be Co-Head Coaching roles. Each Coach will take primary responsibility for a key program area. These are:

- Senior A Debating and Years 10-12 program development; and
- Senior A Debating and Years 7-9 program development

About the roles

The Co-Head Coach of Debating will provide both strategic leadership and high-performance coaching across Brisbane State High School's GPS and QDU Programs. This role will drive the holistic development of Debating from Years 7–12, ensuring alignment with the school's values, traditions, and goals. The role includes direct coaching of the Senior A team, oversight of pathways, and a focus on talent identification, and player and coach development.

This role requires flexible hours, including weekday training sessions, Saturday fixtures, and occasional camps or events.

Key Responsibilities

1. Program Leadership & Operations

- Lead the strategic development and operational delivery of the BSHS GPS/QDU Debating Program (Years 7–12).
- Work collaboratively with the Directors of Sport, Head of Extra-Curricular, Master-in-Charge (MIC), and GPS/QDU Debating staff to deliver a safe, professional, and well-managed program.
- Assist in the development and retention of quality coaching staff.
- Conduct regular coaches' meetings to support technical development and professional learning.
- Build and maintain strong professional relationships with staff, students, parents, alumni, and the broader debating community.
- Ensure clear, timely and professional communication across all stakeholders.
- Assist the MIC with the design and delivery of the Senior A program, including pre-season, trials and GPS/QDU competition.
- Provide advanced technical and tactical coaching to support student performance.
- Establish individual development plans for Senior A and A-team students.
- Embed a consistent BSHS Debating Model across all teams and age groups.



2. Firsts Program Coaching

- Assist the MIC with the design and delivery of the Senior A program, including pre-season, trials and GPS/QDU competition.
- Provide advanced technical and tactical coaching to support student performance.
- Establish individual development plans for Senior A and A-team students.
- Embed a consistent BSHS Debating Model across all teams and age groups.

3. Player & Coach Development

- Mentor and develop student and volunteer coaches to raise coaching standards across the program.
- Support Years 7–11 teams through observation, guidance, and direct coaching where required.
- Promote the integration of technical and tactical best practice within training sessions.

4. Talent Identification & Recruitment

- Identify and nurture student talent from Years 7–12 to strengthen the school's debating pathway.
- Utilise professional networks and alumni to support student and coach recruitment.
- Encourage ongoing participation and program loyalty through positive culture and engagement.

5. Administration & Reporting

- Prepare and submit seasonal progress reports and contribute to annual program reviews.
- Work collaboratively with the MIC, GPS staff and school leadership as required.
- Ensure all administrative requirements, fixtures, and logistics are well managed.

6. Resource & Risk Management

- Ensure all equipment and facilities meet safety, compliance and performance standards.
- Adhere to all school policies and procedures, particularly in Risk Management, Workplace Health & Safety, Child Safety, and Emergency Procedures.
- Proactively manage risk across all debating activities to ensure the safety of students, staff and volunteers.

Suitability Assessment Criteria

The successful applicant will ideally have:

- Previous experience coaching a debating team.
- Working with Children clearance (Blue Card).
- First Aid certificate (or willingness to obtain).

How to Submit an Expression of Interest

Submit a brief resume, including contact details of 1 referee (referee should have an understanding of your current and relevant previous experience history); and 1-page response outlining why your achievements and capabilities meet the requirements of this role.

Please send your expression of interest to kmcd0359@eq.edu.au by COB Wednesday 19 November 2025. For information regarding this role, please contact Leisa McGiffin – Head of Extra-Curricular Activities lmcgi9@eq.edu.au.