



BRITISH ROWING

Performance Development Coach Paralympic Programme, GB Rowing Team

Job specification

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Job Title	Performance Development Coach – Paralympic Programme, GB Rowing Team
Reports to	Chief Coach – Paralympic Programme, GB Rowing Team
Directorate	Performance
Location	Home/Caversham based with national travel required

Job Purpose

The GB Rowing Team's aim is to produce medal winning Para Rowing boats at the World Championships and Paralympic Games. The post-holder is responsible for working with the Chief Coach to deliver these results by identifying, developing and maintaining a talent stream to sustain this level of performance.

Responsibilities

- Working with the Chief Coach and High Performance Coach to establish a quality of training and technique which is understood and accepted by rowers and is consistent with the GB Rowing Team's Technical Policy.
- Lead the coaching of a nominated group of performance development rowers with the explicit aim of performing at GBRT Trials and being selected for inclusion in the GBRT Paralympic Programme Performance squad. This will include the following:
 - The writing and communication of individualised training programmes
 - Travelling to rowers' home training bases for regular coaching visits and working closely with rowers' club coaches to deliver a high performance environment in everyday remote training
 - Regular video conferencing calls with rowers and their respective club coaches, supported by the High Performance Coach, to ensure alignment of training, technical and racing goals
 - The development of bespoke equipment/boat setups to maximise performance
- Working with the Chief Coach and High Performance Coach to identify suitable training opportunities to integrate development rowers within the centralised programme. Organisation of any accommodation/logistics that are required to facilitate this.
- Working with the Chief Coach and High Performance Coach to form and develop crews for selection to the International Classes of Para Rowing (PR3 M2-, PR3 W2-, PR2 M1x, PR2 W1x).
- Supporting the Chief Coach and High Performance Coach where required in the coaching of performance rowers. This will include periods of time at the squad's centralised training base and at overseas training camps and competitions.
- Working with the Performance Talent Coach, lead on the evidence-based approach to talent recruitment, confirmation and development by using all appropriate progression and performance data from past successful/unsuccessful performers and using it to help inform the future development of athletes.
- Working with the Chief Coach, High Performance Coach and Performance Talent Coach to review rower progress to inform selection/de-selection to confirmation periods, the development

programme (Academy), international classification, and subsequently to the GBRT Paralympic Programme Performance squad (Podium).

- Working with Talent Transfer candidates to assess their potential for rowing success and support their transition to GBRT's performance programme.
- Working with the Performance Talent Coach to support the coaching of newly identified talent rowers currently undergoing confirmation, including any talent launches, inductions or periods of group training.
- Assisting the Performance Talent Coach where required to deliver Talent Identification testing
- Maintaining an up to date performance database for rowers in the field.
- Being responsible for the good care and maintenance of GBRT boats and other equipment assigned to the Programme.

This list is not to be regarded as exclusive or exhaustive, as there may be other reasonable duties and requirements associated with the post, which British Rowing may call upon the post-holder to perform from time to time.

Person Specification

Essential:

- A track record of delivering individual programmes that bring rowers to a high level of rowing skill with well-developed physical characteristics
- A proven ability to evaluate critically and appraise performance data and communicate this effectively to rowers in their charge.
- A proven ability to tailor your approach to an individual while driving a team culture with elite performance behaviours
- A proven ability to develop crews to a standard of national or international success
- An ability to motivate young rowers and coaches to achieve progressively higher standards of performance with the specific goal of international success
- The ability to prioritise tasks, set realistic targets, goals and objectives within definable constraints
- An ability to work independently and as part of a wider coaching team to achieve the team goals.
- Self-motivated with a commitment to excellence and an attention to detail that underpins this
- Full Driving License
- A commitment to obtaining and retaining current certification in the areas of Safeguarding, First Aid and DBS/CRC (Opportunities provided by British Rowing)

Desirable:

- Rowing Coaching Qualification (eg. Level 3 UKCC)
- S&C Qualification (eg. Level 2 UKCC)
- RYA Powerboat Level 2
- Trailer Towing License (BE)

Anti-Doping:

The post-holder is expected to be fully conversant with the core requirements of the WADA Anti-Doping Code and its requirement on coaches and Team Support personnel to set a good personal example in this field. When directly working with athletes the post-holder has a responsibility to inform them appropriately of the Code's application to them and to influence them in following a 'drug-free' culture.

Additional Information:

Criteria for Success

Contributing significantly to a GB Rowing Team Para Rowing Squad which wins World Championship medals and is underpinned by a talent stream that will ultimately produce rowing medallists at 2024 and 2028 Paralympic Games.

Scope

The post-holder is jointly responsible for maximising rowers' potential. Successful impact will produce motivated rowers, medal winning crews and secure funding for GB Rowing Team programmes.

Hours

The post-holder's hours will be flexible to reflect the needs of the role and, while maintaining an appropriate work/life balance, will include time in evenings, at weekends and over public holidays as well as time away at competitions, trials, training camps and other GB Rowing Team activities.

Leave

Leave must be discussed with the post-holder's Line Manager and agreed in advance by the Performance Director using British Rowing's online leave system.

Equal Opportunities:

British Rowing is committed to equal opportunities for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.