



BRITISH ROWING

# Olympic Head Coach - Men/Women

Job specification

TEAMWORK | OPEN TO ALL | COMMITMENT



<b>Job Title</b>	Olympic Head Coach – Men/Women
<b>Reports to</b>	Director of Performance
<b>Directorate</b>	Performance
<b>Location</b>	The post holder will be based at the National Training Centre (NTC) at the Redgrave Pinsent Rowing Lake in Reading Caversham. Travel to other NTC sites and overseas travel will form part of the role.

## Job Purpose

Lead the Olympic Men's/Women's programme to produce Olympic Class boats at the World Championships and Olympic Games with the potential to win medals and establish Great Britain as the world's leading rowing nation. Build a world class culture within the programme that sees rowers and staff thriving both on and off the water.

## Key responsibilities

- Lead a team of Olympic Performance Coaches with the complementary skills to deliver world class coaching and a daily training environment that supports the development of GBRT rowers within the NTC to be the best in the world.
- Develop a training programme which draws on the expertise from specialists and enables athletes to develop the physical and technical standards required of gold medallists.
- Skilfully embed the performance standards and behaviours required to be the best in the world within an environment which supports an individual's ability to thrive on and off the water.
- Mentor and line manage the Olympic Performance Coaches to ensure an aligned approach, the highest standards of day-to-day coaching and a coaching team that stays at the cutting edge of coaching practice and high-performance rowing knowledge.
- Together with the Olympic Head Coach – Women/Men and Chief Coach - Paralympic, build a strong and supportive culture across the GBRT senior squads that sees them working closely together in a shared NTC, drives all squads forward and celebrates each other's successes.
- Lead the strategic direction and formation of GBRT crews within your discipline to give the highest potential for Olympic and World Championship success. Maintain a selection narrative that provides a chronological context to results and other performance criteria that informs the relevant selection panel.
- Oversee the design of crew and individual development plans that underpin performance development and medal delivery within the Men's/Women's programme. Conduct rower and coach performance reviews to ensure the effective implementation and evolution of these plans to deliver world class results.
- Lead the camps and competitions programme for the Men's/Women's programme. Working with the Operations, Resources and Logistics Team to ensure world-leading training and racing environments.
- Lead the day-to-day deployment of the support services assigned to the Men's/Women's programme and liaise with the Head of Performance Support (HOPS) to ensure impactful service delivery to the rowers that provides them with world class support.



- Together with Performance Lifestyle, support rowers to pursue interests and opportunities outside of rowing that, whilst respecting the requirements of the training programme, allow the rower to develop wholistically.
- Together with the Olympic Head Coach – Women/Men, evolve and deliver a consistent and successful GBRT approach to technique and training that can be communicated down through the pathway.
- Work with the Chief Coach U23s/Juniors and their team to ensure the correct trajectory of talented rowers within the pathway.
- Be an active member of the GBRT Senior Leadership Team (SLT) working with the Director of Performance to lead the direction of the GBRT Performance Directorate and uphold its values and behaviours.
- Together with the Director of Performance and SLT, critically review and analyse the senior and pathways programmes to ensure optimal strategy, structure, and performance.

## Other Responsibilities

- Sharing of knowledge through the delivery of coach education. Including representing British Rowing publicly at Coaching Conferences where necessary.
- Upholding GBRT's policies on Anti-Doping and Water Safety.
- Engage with GBRT's data strategy and support the continued development of individual rower performance profiles
- Maintain open working relationships with club, school & university coaches to be an inspirational figure head for coaching within British Rowing.
- Maintain an open working relationship with all press and media as required, ensuring that the integrity of British Rowing is maintained at all times.
- Maintain positive relationships with commercial partners, fulfilling agreed contractual obligations as required.

*This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.*

## Person Specification

### Essential

- A proven ability to lead strategically and operationally in a way that allows those around you to thrive and generates sustained success.
- Exceptional knowledge and understanding of what it takes to deliver world class rowing performances (Physical, Mental, Technical) and a track record that reflects this.
- Demonstrate strong self-awareness and understand your behaviours under pressure.
- Highly developed communication skills with the ability to connect with, influence and inspire a diverse range of individuals.
- Demonstrated experience of balancing the relationship between athlete wellbeing and performance outcomes.
- A strong moral compass with the ability to set an example and to tackle behaviours that fall outside of those appropriate in a high-performance environment.



- Possess the resilience, stamina and flexibility that is evident from previous experience of working in high-pressure environments
- Outstanding commitment to the broader development of the sport of rowing and the ability to make decisions in the interest of its long-term health and success

## Additional Information

**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.

**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. Standard working hours are 40 hours a week although flexibility is required in order to ensure core objectives are achieved. National and International travel will be required.

British Rowing is a membership organisation with 30,000+ members, funded partly by the exchequer and by the National Lottery via Sport England and UK Sport. The organisation is responsible for the training and selection of individual rowers and crews representing Great Britain, and for the development and participation of rowing and indoor rowing in England. Rowing is one of the most successful British Olympic and Paralympic sports of all time delivering 39 Olympic and Paralympic medals since Sydney 2000. We are committed to ensuring that the sport continues to thrive from the grass roots right up to winning medals at the Olympic and Paralympic Games.

## 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.