



BRITISHROWING

Paralympic High Performance Coach

Job specification

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Job Title	Paralympic High Performance Coach
Reports to	Paralympic Head Coach
Directorate	Performance
Location	The National Training Centre (Sheriff's Boathouse, Redgrave Pinsent Rowing Lake, Caversham)

Job Purpose

Coach within the Paralympic Programme to produce crews for the World Rowing Championships and Paralympic Games with the potential to win medals and maintain Great Britain as the world's leading rowing nation. Support a world class culture within the programme that sees rowers and staff thriving both on and off the water.

Key responsibilities

- Provide world class day to day coaching and facilitate a daily training environment that supports the development of GBRT rowers within the NTC to be the best in the world. Prepare crews of international standard for the World Championships and Paralympic Games.
- Work with the Paralympic Head Coach to establish and embed the performance standards and behaviours required to be the best in the world, contributing to an environment which supports an individual's ability to thrive on and off the water.
- Input to the design and lead the implementation of crew and individual development plans that underpin performance development and medal delivery for rowers under your direction. Conduct rower performance reviews to ensure effective implementation and evolution of these plans to deliver world class results.
- Work with the Paralympic Head Coach, Chief Medical Officer and support services assigned to the Paralympic programme to ensure world class support to the rowers under your direction.
- Support the Paralympic Head Coach with the delivery of trials and assessments to form GBRT crews with the highest potential for Paralympic and World Championship success.
- Support the Paralympic Head Coach with the delivery of training camps and competitions to ensure world-leading training and racing environments.
- Play an active role in the implementation of 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.
- Work with the Paralympic Head Coach and Paralympic Pathway Coach to successfully integrate rowers with Paralympic potential into the NTC environment.
- Work with the Paralympic Head Coach, Paralympic Pathway Coach and Paralympic Talent Coach to review rower progress to inform selection/de-selection to confirmation periods, the pathway programme (Academy), international classification, and subsequently to the GBRT Paralympic Programme Performance squad (Podium).
- Support the Paralympic Pathway Coach with the delivery of rower performance reviews to Pathway athletes to ensure alignment of training, technical and racing goals.



- Contribute where appropriate to coach education and development within British Rowing.

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

- Proven ability to develop rowers (able bodied or Para rowers) to high-level domestic results or international medal success
- Proven ability to coach under pressure in a high-level domestic or international setting that would give confidence to operating in a Games environment
- 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
- The ability to prioritise tasks, set realistic targets, goals and objectives within definable constraints
- A desire to build a unified coaching and support team that values each other's contributions and works together to reach the best outcome
- Possess a creative, problem-solving mindset and a can-do attitude that can be applied to the challenges of a maintaining and furthering a World Class Programme.
- Self-motivated with a commitment to excellence and an attention to detail that underpins this
- Full driving license

Desirable

- Medal success at a Senior, U23 or U19 World Rowing Championships.
- Experience of working with a Para Rower or rower with an impairment
- Demonstrable experience of developing athletes with little to no rowing experience through to racing success
- Experience of working within a multidisciplinary team
- Rowing Coaching Qualification (e.g. Level 3 UKCC)
- S&C Qualification (e.g. Level 2 UKCC)
- RYA Powerboat Level 2
- Experience towing a trailer

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.



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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.