



BRITISH ROWING

Coach Developer - Olympic Pathway

Job specification

Post Holder: Vacant

TEAMWORK | OPEN TO ALL | COMMITMENT



Job Title	Coach Developer - Olympic Pathway
Location	Home (national travel required)
Line Reports	n/a

Job Purpose

This is a key Coach Development role which will in turn help create a more effective GB Rowing Team Olympic Pathway that is open, accessible and clear, so that any individual who has the potential to row or coach for Great Britain can achieve their ambitions. The post-holder will play a key leadership role within the Pathway, building and shaping a transformative model for supporting the development of coaches across British Rowing's Olympic Pathway, with a particular focus on performance coaches who are supporting athletes with future Olympic potential. This role will be pivotal in the evolution of the coaches in the Pathway and also a fantastic opportunity for someone to support the learning and development of these coaches. You will be joining British Rowing at a time of transformative change, leading a new way of working with the community to connect coaches across all aspects of the pathway, developing future generations of coaches, and shaping the system to develop rowing talent across Great Britain.

Key Responsibilities

- The primary role is to provide support to British Rowing's employed coaches working across the Olympic Pathway while working alongside the Olympic Pathway staff and the Learning, Education and Development (LEAD) Team. This support will include;
 - Leading on building and shaping an innovative, transformative and sustainable model for supporting the development of coaches across the Olympic Pathway.
 - Working with the coaches to create an individual development plan and supporting the coaches and others working with them on the implementation and delivery of this plan.
 - Visiting the coaches in their locations and generating meaningful support.
 - Facilitating opportunities for further development as appropriate, e.g. courses, workshops, camp attendance, shadowing other coaches, etc.
 - Providing support and guidance on potential career progression.
- Supporting the wider network of performance coaches, with a particular focus on those working within identified GB High Performance Academies, who are supporting athletes with future Olympic potential.
- Working with the Olympic Pathway staff and LEAD Team, to oversee the delivery of specific coach development opportunities for aspiring high performance coaches. This could include;
 - Leading on building and shaping an innovative, transformative and sustainable Performance Coach Development Model.
 - Overseeing and delivering support and development to Level 4 programme coaches.



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- Liaising with partner organisations such as UK Coaching, UK Sport and Sport England to maximise development opportunities available to coaches working across the Olympic Pathway.
- Supporting the organisation and delivery of workshops, coaching forums, and other development opportunities as appropriate.
- Facilitating opportunities for coaches to develop further through networking, attending camps, shadowing, etc.
- Work with the Olympic Pathway and LEAD teams to help steer and build a team to shape the evolution of the future wider coach development programme in British Rowing.
- Working with the LEAD team to support wider coach development within the Regional Hubs as appropriate.
- Representing British Rowing publicly as necessary, including at Coaching Conferences.

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 Skills, Experience and Qualifications

- Experience of supporting coaches and people development.
- Ability to build, shape and deliver an innovative coach development programme for performance coaches.
- Significant experience of learning and resource development, delivery and support including, face to face, digital, blended, social learning and coaching and mentoring.
- Developing people is a key element of this role which requires the post holder to create strong relationships through outstanding communication skills.
- Proven ability to quickly build strong networks and relationships with key stakeholders, both internal and external.
- Ability to build rapport, credibility and maintain relationships with a wide range of coaches, leaders and system builders with high expectations and standards.
- An understanding of the wider performance sport landscape and the ability to develop an understanding of performance rowing in a short period of time.
- An ability to work closely with identified coaches to accelerate the standards of performance associated with coach performance plans for athlete improvement.
- Proven ability to operate in a complex environment and manage ever changing demands, while using their initiative and decision-making skills to be creative in solving problems.
- An ability to provide individualised coaching support and mentoring prioritised to performance coaches on the Olympic Pathway.



- Outstanding at working within a team and also able to work independently under their own initiative.
- Develop and implement appropriate feedback & evaluation methodology.
- Experience of managing projects to deliver to agreed timeframes, budgets and outcomes.
- Knowledge of how to design and deliver learning and development opportunities that meet and promote the organisations values, and principles of Equality, Diversity and Inclusion.
- Knowledge of Safeguarding guidance for both coaches and athletes.
- Full UK Driving Licence.
- Strong IT skills, proficient in Microsoft Office and Google applications.
- Possessing the desirable skills/experience/qualifications outlined below, or the ability to obtain with support
- A willingness to work unsociable hours and undertake domestic travel.
- An awareness and understanding of mental health and wellbeing in a performance environment and role model behaviours of self-care.

Desirable Skills, Experience and Qualifications

- Educated to degree level or equivalent.
- An interest in developing yourself as a Coach Developer.
- Knowledgeable around supporting coaches on Clean Sport education.
- Experience of using good modern practice in designing impactful, valued, efficient and transformative solutions for a wide range of coaches from future, new and established coaches in high performing coaching environments.

General Requirements

- Possess the motivation, confidence and credibility to operate independently and as part of a team.
- Manage own time and that of others in an effective way.
- Have the ability to motivate and support coaches to achieve progressively higher standards of performance with the specific goal of international success.
- Demonstrate the ability to evaluate critically and appraise sources of information and communicate this effectively to the coaches in development programmes.
- To undertake a satisfactory enhanced DBS with children's barred list check if applicable (enhanced DBS check if working with adults at risk)
- To undertake UK Coaching's Safeguarding and Protection Children training or willing to complete in 3 months.



Working Relationships

- Be able to form strong and constructive relationships with clubs supporting British Rowing Olympic Pathway programmes and other key stakeholders.
- Be able to form strong and constructive relationships with other British Rowing coaches and staff.
- Be able to make good use of specialist support services.
- Talk with clarity and credibility in individual and group situations, and in good English.
- Be able to develop and foster long-term working relationships.
- Interact well at all levels with coaches, system builders and team support as well as with sporting bodies to gain information and communicate diplomatically.
- Excellent listening, communication and influencing skills.

Developing Solutions

- Demonstrate sound organisational qualities with the ability to plan effectively and implement coaching practices and procedures.
- Have the ability to prioritise tasks, set realistic targets, goals and objectives within definable constraints.
- Self-motivated, forward thinking, proactive and curious.
- Be innovative while working successfully within a team framework to achieve the team goals.
- Experience of working in a fast paced environment where there is an high expectation of achievement.

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.