



BRITISHROWING

Olympic Transition Coach - U19-U23

Job & Person Specification

TEAMWORK | OPEN TO ALL | COMMITMENT



Job Title	Olympic Transition Coach U19-U23
Reports to	Deputy Director of Olympic Pathways
Directorate	Performance
Location	Home (attendance at GBRT sites as and when required)
Line Reports	n/a
Salary	Competitive, based on experience

Job Purpose

The GB Rowing Team's aim is to create an Olympic pathway that is open, accessible and clear, so that any individual who has the potential to row for Great Britain can achieve their ambitions. The post-holder will play a key role within that Pathway, working with the Deputy Director of Olympic Pathways to identify and support those with senior team potential. This post will have a particular focus on supporting those involved with the GB U19 teams, providing strategic oversight of the U19 programme, and supporting rowers with senior potential who are considering studying/rowing at a US University. This will include supporting them as they go through the recruitment process, maintaining contact through the academic year, and supporting them to make the steps from U19 into the U23 programme and beyond.

Key Responsibilities

- Providing a strategic, performance and technical lead to the U19 Programme, including;
 - Identifying U19 athletes with future senior potential and providing support to the rowers and their coaches as appropriate.
 - Leading the development of the U19 teams strategy.
 - Providing a point of contact to the U19 Programme Manager, U19 Team Manager and U19 Programme Discipline Leads regarding the team strategy, selection process, identifying performance opportunities/gaps and identified rower individual development.
 - Being part of the U19 team selection panel, and attending trials, camps and competitions as appropriate to provide support and strategic oversight where required.
 - Supporting the U19 programme to build and maintain relationships with leading club and school programmes and their coaches.



- Developing and delivering a strategy for supporting rowers engaged with US universities, including;
 - Assisting those considering rowing at a US university, alongside their coaches, to make the right recruitment choices for them and supporting their successful transition into training overseas.
 - Providing a point of contact for US based rowers, and creating relationships with the rowers and their US based coaches to best support their long-term development, including carrying out visits to the US where appropriate, and facilitating regular rower performance reviews.
 - Working closely with the Deputy Director of Olympic Pathways to engage the GB Sports Science and Medicine team where necessary to support the development of US based rowers.
 - Liaising with the Deputy Director of Olympic Pathways regarding identified US based rowers and their transition back to the UK, including smooth progression into the U23 programme, and return to a UK based programme upon graduation.
 - Supporting with coaching of US based rowers during periods when they return to the UK, including the December/January winter camps, June training period and summer competition period.
- Preparing crews, where appropriate, of international standard for the U19 and/or U23 World Championships, and/or other development team events if required.
- To ensure all activities include adequate safeguarding risk control measures
- Being available to attend national trials, assessments and training camps if required.
- Working with the Deputy Director of Olympic Pathways to support an aligned approach to rower and coach education and development throughout the Olympic Pathway. This will include where appropriate assisting with the delivery of coach education, mentoring, or providing link coaching to pathway programmes as required.
- Ensure compliance with data protection, safeguarding and health and safety guidelines.
- Representing British Rowing publicly as necessary, including at Coaching Conferences.
- Contributing, where appropriate, to coach education 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 Skills, Experience and Qualifications

- Extensive experience of supporting and guiding multiple international standard U19 athletes to make a transition to US University rowing programmes
- Experience of building and sustaining relationships with US University coaches and programmes
- Experience of building and sustaining relationships with leading UK programmes for U19s
- Experience of strategic oversight and running of a selection process involving numerous athletes across multiple boats
- High level of credibility within the U19 Pathway through;
 - Experience as a Head Coach of a successful U19 programme which has produced success at high level domestic events (e.g. HRR, NSR Champ Events) and produced international representation at U19 World level
 - Experience of coaching internationally at U19, U23 and/or Senior World Championship level
- Understanding of the U23 and Senior Pathway
- Ability to build rapport, credibility and maintain relationships with a wide range of coaches and rowers
- Ability to prioritise and support key individuals as they transition towards the senior Olympic programme
- Experience of developing Openweight rowers progressively following a long-term development model/programme
- Experience of leading/managing a team of coaches
- UKCC Level 2 Certificate in coaching rowing or equivalent
- Driving licence



- To undertake a satisfactory enhanced DBS with children's barred list check if applicable (enhanced DBS check if working with adults at risk)
- UK Coaching's Safeguarding and Protection Children training or willing to complete in 3 months
- Possessing the desirable skills/experience/qualifications outlined below, or the ability to obtain with support

Desirable Skills, Experience and Qualifications

- UKCC Level 3 Certificate in coaching rowing/equivalent
- Educated to degree level or equivalent
- Towing entitlement on driving licence
- RYA Level 2 Powerboat
- UKAD Cleansport Advisor

General Requirements

- 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.
- Manage own time and that of others in an effective way
- Harness and develop the passion to succeed and motivation to train hard in all rowers
- Possess a good theoretical and practical knowledge of performance coaching and sports science
- Have the ability to motivate rowers and coaches to achieve progressively higher standards of performance with the specific goal of international success
- Demonstrate the ability to evaluate critically and appraise performance data and communicate this effectively to rowers in their charge
- Be able to make good use of specialist support services
- Form strong and constructive relationships with clubs supporting British Rowing performance programmes and other key stakeholders across the region
- Form strong and constructive relationships with other British Rowing coaches and staff



- Talk with clarity and credibility in individual and group situations
- Develop and foster long-term working relationships
- Interact well at all levels with rowers, coaches, and team supports as well as with sporting bodies to gain information and communicate diplomatically
- Be innovative while working successfully within a team framework to achieve the team goals

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.