



Performance Development Coach - North West

Job & Person Specification

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Job Title	Performance Development Coach North West
Reports to	Senior Performance Development Coach
Directorate	Performance
Location	GB Performance Development Academy North West
Line Reports	n/a
Salary	32.5-35k

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, identifying, recruiting, and developing new athletes with future Olympic potential who might not otherwise enter the sport of rowing or excel within a traditional 'mainstream' rowing pathway.

Key Responsibilities

- Identifying new rowers with clear potential to perform on the Olympic pathway via local and/or national Talent Identification testing. Establishing and maintaining contact with relevant local partner organisations that can assist in finding talent.
- With the agreement of the Senior Performance Development Coach, recruiting those rowers identified through testing to join the GB Performance Development Academy, ensuring parents/guardians/other family members are involved in the process as appropriate.
- Coaching and developing rowers by planning, organising, coaching and monitoring their technical, physical and mental development on an individual basis.
- Reviewing regularly the progress of the rowers with the Senior Performance Development Coach.
- Working with the Senior Performance Development Coach and England Pathway Manager to support the deployment of the Satellite Coach based in their region. This will include;
 - Working with the Satellite Coach to facilitate them providing coaching support and session cover where required with the group training at the GB Performance Development Academy host club.
 - Working with the Satellite Coach to set up a programme of regional talent identification, with a particular focus on identifying potential Olympic rowers from backgrounds who traditionally don't engage with the sport.



- Working with the Satellite Coach to identify 'satellite' athletes based within the region, to support those athletes and their coaches within their own club environment.
- Facilitating opportunities for those satellite athletes to access training at the Performance Development Academy host club where appropriate.
- Supporting the Satellite Coach to develop links with Youth Rowing Organisations, clubs, coaches and other volunteers and partner organisations across the region.
- Liaising with the host club, other clubs within the region and other relevant organisations over the use of facilities and equipment. Liaising with club officers and coaches to ensure the maximum opportunities for the progress of the rowers.
- Support the wider work of the Regional Development Hub, including supporting regional coach development, engagement with Youth Rowing organisations and supporting associated British Rowing Pathway programmes, as appropriate.
- To ensure all activities include adequate safeguarding risk control measures
- Being responsible for the good care and maintenance of GB Rowing Team boats and other equipment assigned to the programme.
- Being available to attend GB national trials, assessments and training camps if required.
- Being part of a network of Performance Development Coaches covering the UK. Working with these coaches, assisting with the running of testing days and delivery and running of associated camps.
- 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 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 working within a successful programme which has produced international representation
- Experience of developing rowers progressively following a long-term development model/programme



- Experience of working with young people from a variety of backgrounds
- Ability to enthuse young rowers from backgrounds who wouldn't ordinarily engage with a sport like rowing to enjoy the sport and aspire to achieve their best
- Ability to build rapport and maintain relationships with a wide range of clubs, coaches and other partners
- 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 outlined below, or the ability to obtain those skills/experience 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
- Experience of working within a successful programme which has produced success domestic events (e.g. HRR, NSR, HWR, etc)
- Experience of coaching internationally at U19, U23 and/or senior World Championship level

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 clubs 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 support 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.