



Satellite Coach - South West

Job & Person Specification

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Job Title	Satellite Coach South West
Reports to	England Pathway Manager
Directorate	Performance
Location	GB Performance Development Academy South West
Line Reports	n/a
Salary	25-29k

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, supporting the Performance Development Coach to identify, recruit, and develop new athletes with future Olympic potential who might not otherwise enter the sport of rowing or excel within a traditional 'mainstream' rowing pathway. In particular the post-holder will act as the link between the Regional GB Performance Development Academy, and the wider region, supporting identified 'satellite' athletes and their coaches in clubs, supporting regional coach development, and engaging with Youth Rowing Outreach programmes to create opportunities for talent to be developed from groups who wouldn't otherwise engage in the sport of rowing.

Key Responsibilities

- Working closely with the Performance Development Coach to identify 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, particularly through creating links with Youth Rowing Programmes and other organisations to engage potential talent from groups who wouldn't otherwise engage with or have access to the sport of rowing. This may include occasionally supporting sessions with those organisations in order to develop those links.
- Supporting the Performance Development Coach with coaching and developing rowers, in particular providing assistance with training at the Regional Performance Development Academy and covering sessions where required.
- Working with the England Talent Manager to run wider regional activity which supports the development of potential rowers, for example the Womens and Student Development programmes.



- Running regional camps and other activities associated with the above.
- Identify ‘satellite’ athletes based within the region, and support those athletes, their coaches and clubs to enable the athlete to develop within their own club environment.
- Facilitating opportunities for those satellite athletes to develop further, for example via training sessions at the Regional Performance Development Academy, attendance at national camps and organising crew boat opportunities where appropriate.
- To ensure all activities include adequate safeguarding risk control measures
- Supporting the Learning, Education and Development (LEAD) team to run activities to develop coaches, including regional workshops, coach mentoring and organising regional coaching networks.
- Ensure compliance with data protection, safeguarding and health and safety guidelines.
- Supporting the Community team by providing insight around where their support may be best targeted within the region.
- 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 working within a successful rowing 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 (or could be 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 international representation

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 support as well as with sporting bodies to gain information and communicate diplomatically.
- Be innovative while working successfully within a team framework to achieve 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.