



BRITISH ROWING

Director of Pathways

Job Specification

TEAMWORK | OPEN TO ALL | COMMITMENT



Job Title	Director of Pathways
Reports to	Chief Executive Officer
Directorate	Pathways
Location	Hybrid – Travel to Hammersmith & Caversham will be required
Line Reports	Olympic Pathway Manager Head of Learning, Education and Development
Salary	Competitive, based on experience

Background

British Rowing's long-term vision is to lead a sport that welcomes everyone and has an opportunity for them to take part, regardless of goal, age, background or ability. To achieve this goal, we aim to drive a once in a generation cultural change, which will see the rowing system shift from a loose affiliation of clubs and organisations, to a coordinated and joined up network collectively working together towards a shared vision. The Director of Pathways will be a central driving force towards realising that goal, forming part of a senior team who will oversee in the immediate term the delivery of 5 connected Regional Hubs, and a long term focus of over 10.

Job Purpose

Responsible for overseeing, project managing and coordinating the delivery of British Rowing's Sport England funded programmes. This will include establishing new Regional Hubs connecting key deliverers and creating opportunities for rowers starting out through to potential Olympians. You will establish and deliver a future Coaching Strategy. Create a world class system of Learning, Education and Development, through which we will support and develop the coaches and other key people who will be central to the delivery of our ambitious vision for the sport.

You will create networks that reach non-traditional rowing audiences through clubs, schools, colleges and universities and relevant organisations and will support the delivery of the Talent programmes which will identify, recruit, and develop the next generation of Olympic rowers and coaches. Focussing on opening the pathway to those who might not otherwise enter the sport or excel within a traditional 'mainstream' rowing pathway.

Key Responsibilities

- Work with CEO and Director of Membership & Community to lead on and co-ordinate the delivery of the Sport England plan, and implementation of the Regional Hubs
- Oversee the development of a world class education and development system working closely with the Head of Learning Education and Development to deliver a programme of professional development and education for coaches from grassroots through to the performance pathway.
- Lead on the creation of a Coaching Strategy for British Rowing and a People Development programme fit for the future in conjunction with Head of Education and Training, Olympic Pathway Manager and the Head Coach Olympic Pathway and other key staff as required.

- Oversee the delivery of programmes and projects that remove barriers and broaden rowing's appeal to increase the diversity of rowers and coaches engaging with British Rowing's pathways.
- Agree, deliver and measure the requisite standards for success in rowing coaching, and ongoing CPD gaining the support of clubs at all levels. This includes defining and delivering key performance indicators, setting targets at every age and stage, and the development of sport as a whole across all its disciplines.
- Oversee/line manage Head of Learning Education and Training to deliver the Learning, Education and Development (LEAD) plan.
- Take responsibility for coordinating the monitoring, evaluation, budget tracking and reporting associated with Sport England funding, working alongside the Director of Membership & Community and with input from the Director of Performance to achieve this.
- Oversee/line manage Olympic Pathway Manager to deliver key Olympic Pathway programmes, High Performance Academies, Performance Development Academies, England Pathway, DISE, TASS, Coastal Sculling.
- Ensure collaboration between above programmes and the UK Sport funded elements of the Olympic Pathway delivered via the Performance Directorate by working closely with the Director of Performance and Head Coach Olympic Pathway.
- Ensure the monitoring, evaluation, budget tracking and reporting associated with the Paralympic Pathway are completed and all Paralympic activity funded by Sport England is within budget by working with the Director of Performance and Head of Olympic and Paralympic Delivery.
- Ensure the monitoring, evaluation, budget tracking and reporting associated with the GBRT Beach Sprints are completed and all Beach Sprints activity funded by Sport England is within budget by working with the Director of Performance and the Olympic Pathway Manager.
- Ensure the monitoring, evaluation, budget tracking and reporting associated with the High Performance Academies are completed by working with the Head Coach Olympic Pathway.
- Work with the British Rowing Senior Management Team to contribute to and help implement British Rowing's Strategic vision, encouraging cross-department collaboration in order to ensure that resources are maximised, efficiency is delivered, and the team works with a shared purpose.
- Work with partners in Scottish and Welsh Rowing to ensure alignment between the Scottish and Welsh performance pathways and the GB Olympic Pathway.
- Representing British Rowing publicly as necessary.

This job specification 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 High Performance rowing as an athlete, coach or programme manager
- Evidence of strong stakeholder working and successful outcomes from working with funding agencies
- Experience of education, coach education or people development
- Ability to engage and work with the rowing community
- Excellent presentation and writing skills
- Excellent communication skills
- Demonstrable ability to build strong relationships at multiple levels

Desirable Skills, Experience and Qualifications

- Strong background in learning system design
- Experience of working in outreach programmes
- Proven ability to manage change and drive performance culture
- Experience of building high performing staff teams

General Requirements

- Education to degree level or equivalent
- Ability to work in UK
- Undertake full BR safeguarding checks

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 will have 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.