



BRITISH ROWING

# Job Description

Coach Developer - Pathway

TEAMWORK | OPEN TO ALL | COMMITMENT

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**Job Title: Coach Developer- Pathway**

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**Reports to: Head of Learning, Education and Development**

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**Directorate: Pathway**

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**Place of Work: Remote with regular travel throughout England**

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## Job Purpose

This is a key coach development role which will help create a coaching community that is open, accessible, and diverse, so that any individual who has the potential to coach can achieve their ambitions. The post-holder will play a key leadership role within the rowing community, building and shaping a transformative model for supporting the development of coaches, with a particular focus on coaches who are developing themselves through a qualification or coach development programme.

This role will be pivotal in the evolution of the British Rowing coach development programmes 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 progressive change and will be fundamental in leading a new approach to connecting coaches across all aspects of the sport, developing future generations of coaches, and shaping the system to develop a diverse rowing community across the British Rowing regions.

## Responsibilities

- The primary role is to provide support to coaches on the British Rowing coach development programmes, while working alongside the Learning, Education and Development (LEAD) and England Pathway Teams. This support will include:
  - Leading on building and shaping an innovative and sustainable model for supporting the development of coaches across the British Rowing coach development programmes and Level 4 Advance Coach programme.
  - 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.
  - Providing support and guidance on potential career progression.
- Work with the LEAD and England Pathway teams to:
  - Help support the wider team to shape, build and evolve the future coach development programme offers within the British Rowing regions and regional hubs.
  - Help steer, build, and support a coach development workforce to shape and deliver the evolution of the future coach development programme offers in British Rowing.
  - Facilitate opportunities for further coach development as appropriate, e.g. courses, workshops, coaching networks, shadowing other coaches, coaching forums etc.

- Liaise with partner organisations such as UK Coaching and Sport England etc to maximise opportunities available for coaches across the sport.
- Representing British Rowing publicly as necessary, including at Coaching Conferences.
- Manage delegated budgets associated with the postholders role.

*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 innovative coach development programmes for coaches in a variety of roles and contexts.
- 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.
- Experience of learning and resource development, delivery and support including, face to face, digital, blended, social learning and mentoring to enhance the British Rowing coaching offer and the development of coaches.
- Experience of contributing to the development of the coach educator workforce.
- Ability to work with a coach developer steering group to ensure the coaching strategy is joined up from grassroots to the Olympic pathway programme.
- Outstanding at working within a team and also able to work independently under their own initiative.
- Knowledge of Safeguarding guidance for both coaches and athletes.
- 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.
- Willingness to aligning bespoke development programmes across British Rowing and with the home nations coach development staff.
- Experience of effective and consistent sharing of information including the dissemination of information to support the development of the wider rowing coaching community.
- Experience of managing projects to deliver to agreed timeframes, budgets, and outcomes.
- Keep up to date with world leading knowledge and ensure the coaching community have access to new information and innovations.
- Demonstrate knowledge and skills of modern-day working practices to avoid burnout and role model behaviours of self-care. Support others to keep rowing safe, our members and colleagues safe, including sustainable working behaviours for self and others.
- Full UK Driving License
- Possessing the desirable skills/experience/qualifications outlined below, or the ability to obtain with support
- An interest in developing yourself as a coach developer.
- 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 a variety of coaching environments.

## **Desirable Skills, Experience and Qualifications**

- Educated to degree level or equivalent.
- Knowledgeable around supporting coaches on Clean Sport education.
- A good working knowledge of Google for Business, including Google Drive, Google Calendar, and Gmail.

## **General Requirements**

- 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.

*This list is not to be regarded as exclusive or exhaustive, as there may be other reasonable duties and requirements associated with the post, which British Rowing may call upon the post-holder to perform from time to time*

## **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.