



Job Specification

Job summary

Twickenham Rowing Club (TwRC) is one of the oldest rowing clubs in London, having been founded in 1860. The Club is located on the iconic Eel Pie Island, Twickenham and is on one of London's most picturesque stretches of the Thames, between Teddington and Richmond locks. This 5km stretch is home to only a small number of water-orientated Clubs making it one of the quietest and best places to row on the lower Thames.

It has nearly 400 members, most of whom are active rowers spread across Recreational, Senior, Masters and Junior squads. The Club has a reputation for being a friendly, sociable and welcoming Club that caters for rowers of all ages and levels of experience. It seeks to encourage competition and to provide comprehensive rowing facilities that enables individuals of all ages and abilities to achieve their potential at whatever level of the sport they choose in a safe and secure environment.

The DoR will have oversight of all the squads – Junior, Senior and Masters to ensure each are progressing and have the right level of support. The role will build the mechanisms to support and develop coaches and rowers e.g. providing direction, mentoring and leading and promoting courses and workshops.

Person specification

TwRC is looking for the following:

- An enthusiastic, highly driven individual with strong interpersonal skills.
- A proven coaching record and has leadership qualities that will inspire and motivate our rowers and coaches alike.
- Excellent communication and organisational skills.
- Experience of developing and implementing rowing programmes.
- Good administrative experience particularly around organising squad schedules, liaising with local/community partners and boat fleet management.
- Experience of developing, promoting and running of rowing courses e.g. learn to row and improver courses.
- Ability to work alone and effectively prioritise workload to meet the demands of the job in a timely manner.

Essential Qualifications

- British Rowing Level 2/3 Coaching Qualification
- Royal Yachting Association Level 2 Powerboat License
- Full Driving License and ability to tow a boat trailer
- Completed British Rowing Safeguarding Training

Desirable Experience and Skills

- At least 3-5 years' experience of coaching rowing at a senior level
- Understanding of Health and Safety within the rowing environment
- Experience of managing and developing a team of coaches
- Excellent communication and interpersonal skills

Key Responsibilities

- Work with the Club Captain/s to build a culture in the Club that is based on inclusivity, commitment and excellence.
- Design, implement and deliver a safe and effective training and competition schedule.
- To co-ordinate and advise coaches and athletes to meet the objectives of HRR / WeHRR / HWR / HRR in conjunction with the Captains.
- Implement and maintain a standard of excellence in coaching and administration such as to ensure that the Twickenham Rowing programme maintains leading best practise.
- Develop consistent quality coaching across all levels of the Club - build the mechanisms to support and develop coaches and rowers e.g. providing direction, mentoring and leading and promoting courses and workshops.
- Provide reports on progress towards Club and athletes goals when requested.
- Communicate a clear development pathway for rowers and coaches.
- Organise and lead on the annual Club Rowing Camp.
- Support recruitment activities from organic learn to row programmes to experienced rowers.
- Develop partnerships within the local community (schools and Universities) to promote rowing.
- Assist in the day-to-day management and maintenance of the Boat Club.
- Ensure the boat fleet is managed and maintained (in conjunction with the Boatman).
- To assist in the implementation of the Club recruitment strategy.
- Develop, promote and run rowing courses e.g. learn to row and improver courses.