



Agecroft RC – Head Coach

Strategy

Develop the existing senior groups to continue, and build upon, high performance at national events.

To develop junior group to extend the number of entries, and performance, at regional and national events.

Objectives

Ensure a results driven focus for junior & senior squads at national events [Key events – Tideway events, Women's Henley, Henley Royal, National Schools, British Senior & Junior Champs]

Development of club status as the British Rowing North West Regional Hub and high performance centre.

To increase participation in the sport through support of Greater Manchester Youth Rowing (GMYR) with coaching of two sessions per week & running intermediate / advanced Go Row Indoor sessions.

Job Specification

Job Title: Head Coach

Reports to: Club Captain

Hours per week: Full time as required to fulfil the duties of the role which will include evening and weekend working. Indicatively this will be 30 hours per week, extending to 38 hours per week when at events

Holidays: 28 days subject to mutual agreement (but not over peak periods)

Type of role: full time with hours to be discussed but expectation is 30-38 hrs/ wk subject to time of the year

Employment type: self employed

Salary: dependant on experience

Job Summary

To lead rowing at Agecroft with vision and energy, ensuring a clear plan is shared with all volunteer coaches at the club

Key responsibilities:

Leadership

- Develop a coherent vision for the junior and senior squads; defining the goals around an agreed commitment to progress and deliver performance at key events, developing a strategy to achieve these.
- Ensure that high standards of coaching are delivered and resources are used efficiently and effectively through the development of a positive and supportive culture
- Lead the rowing programme: oversee the training of junior and senior squads
- Develop a clear link with the BR Performance Development Coach(es) to ensure alignment
- Ensure a consistent coaching approach across the volunteer coaching group, supporting coach development as required
- Manage the day to day administration of the squads
- Identify any equipment upgrades that fall within the guidance offered by the club Treasurer
- Ensure all safeguarding aspects are monitored and implemented through the club
- Support all club activities as required, specifically Agecroft Head, Annual Dinner, and any events through our position as regional hub

Coaching

- Promote excellence in coaching to ensure all athletes develop their potential in rowing
- Work with all coaches to develop a consistent rowing and sculling technique
- Monitor effectiveness of coaching in the squads through regular review of squad progress, assessment of individual athlete progress
- Greet all visitors to the club in a warm and friendly manner
- Keep up to date with developments in rowing and education to ensure that best practice is adopted
- Co-ordinate and run the strength and conditioning sessions as required
- Run LTR courses, manned by volunteers

Communication

- Represent the club externally in a positive, approachable and courteous manner
- Chair a regular (at least twice a year) coaches' meetings: review performance and plan logistics. Ensure the meetings are recorded where necessary and actions implemented
- Ensure athletes have details of forthcoming rowing events.

- Support the publicity for the club:
 - create content for the club social media feeds
 - Write reports, and supply pictures, for the club website
- Respond to emails and telephone calls from athletes, other clubs, external bodies and the general public
- Maintain positive, courteous and proactive relations with athletes, parents and club committee

Administration

- Coordinate the organisation of events in consultation with squad captains and volunteer coaches; coordinate transport and if necessary, accommodation at events; coordinate trailer transport of boats.
- Oversee the organisation of any training
- Liaise with the club committee (via Club Captain) to ensure that the club facilities are fit for purpose
- Monitor condition of all equipment and prioritise a programme of repairs in discussion with the club captain
- Ensure all active athletes are paying members of the club and of British Rowing

Health & Safety

- Ensure that British Rowing RowSafe guidance, and club safety rules are followed
- Work with the Club Safety Officer to ensure crews are safe on the water in the prevailing conditions.
- Work with club safety advisor to ensure that the club safety plan and risk assessment remain fit for purpose

General

- Set personal targets and take responsibility for own personal professional development
- Promote equality of opportunity for all athletes
- Maintain high professional standards of attendance, punctuality, appearance and conduct
- Undertake such other duties which may be reasonably required from time to time

Safeguarding

- Adhere to Club policy on safeguarding and updating training as required

Other

The above is only an outline of the tasks and responsibilities of the role. The post holder will carry out any other duties as may be reasonably required by the club committee

The job description and person specification may be reviewed on an on-going basis in accordance with the changing needs of the club

Child Protection and Safeguarding Policy

It is the post holder's responsibility for promoting and safeguarding the welfare of children. You will comply with the British Rowing Child Protection and Safeguarding Policy, and the requirement to report to the Club Welfare advisor(s) any concerns relating to the safety or welfare of children.

Terms and Conditions of Service

The post holder will be required to comply with all policies and procedures issued by and on behalf of the club.

The post holder will be subject to an Enhanced Disclosure and Barring Service Certificate.

Information Security, Confidentiality and Data Protection

During the course of employment the post holder may have access to, see or hear information of a confidential nature and he/she will be required not to disclose such information. All personal identification information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with the General Data Protection Regulation, unless explicit written consent has been given by the person identified.

Equal Opportunities

The post holder must comply with and promote Equal Opportunities and avoid any behaviour which discriminates against others on the grounds of sex, disability, marital status, sexual orientation, age, race, colour, nationality, ethnic or national origin, religion, political opinion, trade union membership.

Person Spec

Qualifications

- High level coaching experience (British Rowing Level 2 or above qualification) with success at National/International level for both sculling and rowing
- RYA Powerboat level 2
- First Aid Certified

Skills & Experience

- The ability to inspire others, leading a team of coaches to a common vision for Agecroft
- Recognised qualification in Strength and Conditioning and/or considerable experience of leading S&C sessions for junior & senior rowers
- Proven experience of positive team leadership and collaborative working
- Previous experience of developing and implementing training programmes
- Excellent organisational and planning skills
- Excellent written and oral communication skills
- A proven ability to deal confidently with athletes, parents and club committee

Personal Qualities

- Outgoing, positive attitude
- Desire to build positive relationships with all
- Self-motivated and willing to take the initiative

- The ability to multitask, be flexible and prioritise workload
- The ability to work calmly under pressure and respond positively to varying workloads and deadlines
- Ability to work outside normal office hours / weekends / evenings and to travel to events

Special requirements

- Promoting and safeguarding the welfare of children
- Compliance with British Rowing Child Protection and Safeguarding Policy
- Current driving licence with boat trailer towing experience
- Right to work in the UK

Application should be made in the first instance to James Harris, Club Captain, via email agecroftrc@gmail.com

Closing date 31st March 2024