



Performance Development Coach - East London

Application Pack

TEAMWORK | OPEN TO ALL | COMMITMENT

About the Role:

Role Title	Performance Development Coach
Directorate	Development (Pathways)
Reports to	Senior Performance Talent Coach
Place of Work	Performance Development Academy (Lea Rowing Club)
Contract Type	Permanent – Full Time

British Rowing's vision is to lead a sport that welcomes everyone by creating opportunities to participate, regardless of goal, age, background or ability. We are dedicated to creating an Olympic pathway that is open and accessible so that any individual who has the potential to row or coach for Great Britain can discover their ambitions and achieve them.

You will play a key role within that Pathway, as the Performance Development Coach (Based at Lea Rowing Club) to identify, recruit, and develop new athletes (predominantly Juniors and students/U21s) with future Olympic potential who might not otherwise enter the sport of rowing or excel within a traditional 'mainstream' rowing pathway.

This specific role is based in East London, working with partners including local clubs, London Youth Rowing and the London Regatta Centre. East London is a hugely diverse region with a rich rowing history. This is an exciting opportunity to identify a new generation of talent from the area and drive forwards the performance of athletes from East London towards future GB representation and ultimately Olympic success.





About you:

Do you want to take your coaching more seriously and have a can-do attitude?

We are looking for an ambitious coach who can work as part of a team, to successfully develop rowers progressively, following a long-term development model.

You should have the experience and personal qualities to enable you to develop a high-performance rowing environment, and aspire to identify and work with individuals, who may not otherwise have the opportunity, to reach the very top of the sport.

As a coach working for British Rowing, you will need to be flexible in regards to working hours, but you will enjoy being outdoors and by the water. You will also have many opportunities for your own personal development.

We believe in developing potential even if you don't have all the qualifications. So if you're ready to dive in, expand your coaching experience and make a real difference, this could be the perfect role for you.



About British Rowing:

We are the national governing body for rowing, responsible for supporting the sport's wider development in England and getting the GB Rowing Team ready for the Olympics and Paralympics.

We have a broad range of staff, who are primarily at our National Training Base in Reading, at our National Office in Hammersmith, at regional hubs across England or work from home. The sport and British Rowing are heavily supported by volunteers at all levels to keep the sport rowing.

We passionately believe in supporting and expanding the ambitions of rowers who show potential regardless of their background or circumstances, helping them to achieve their ambitions.



Criteria for Success:

- **Talent Identification & Development:** Identify, recruit, and develop a group of athletes (numbering 10-15, aged between 14 and 23) per year with Olympic potential. That you will develop alongside the Lea RC & Fulham Reach programs. Where possible, with a focus on those from non-traditional rowing backgrounds.
- **Regional Opportunities and Development:** Run a minimum of 3 training days/camps in the Region, supporting identified athletes from East London clubs.
- **Increased National Representation:** Increase the number of athletes from East London achieving national success and representing English, Scottish, Welsh or GB Teams.

Responsibilities

- Lead the identification and recruitment of new athletes (predominantly juniors and students/U21s) to the Performance Development Academy
- Lead the daily Performance Development Academy training environment
- Lead individual performance plans for Performance Development Athletes
- Lead Regional Development Activity (e.g. Regional Training Days and Camps)
- Attend (and, where required, lead) National Development Camps.
- Support the Community and Education teams to coordinate and align activities most relevant to the region you are working in, and provide ongoing insight and feedback on local needs and progress.
- Follow British Rowing Policies and Procedures and ensure that these are understood and followed by any workforce and/or athletes for whom the post-holder is responsible. Special attention should be given as appropriate to policies on data protection, safeguarding, Anti-Doping (including use of supplements) and Water Safety.
- Be an advocate in your region for British Rowing Strategies, representing British Rowing publicly as necessary, including at Coaching Conferences.

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



Person Specification:

Essential:

- **Passion for Developing Young People:** You will be someone who is driven to develop young people (aged 14-21) from any background to try something new and achieve their best.
- **Strong Relationship Builder:** You are a team player and are good at building and nurturing connections with a diverse range of personalities to create a cohesive and supportive environment for athlete and coach development. This would include volunteers and staff from clubs, schools, universities, and youth organisations, as well as within the British Rowing staff team.
- **Organised and Proactive:** You are capable of effective planning, managing your own time and that of others, and implementing coaching practices and procedures efficiently. You can prioritise tasks, set realistic goals, and work within defined constraints.
- **Motivator and Driver:** You have a natural ability to bring people with you and inspire others to be the best they can be.
- **Performance-Oriented Coach:** You aspire to be a performance-oriented coach who can motivate rowers and coaches to continuously raise their performance standards, with an eye towards national and international success.
- **Analytical and Communicative:** You are able to evaluate performance data and communicate it effectively to the rowers you coach and their home club coaches.



Person Specification (Continued):

Essential (Continued):

- **Committed to Professional Development:** You aspire to develop yourself and are willing to complete (or already hold) the following qualifications:
 - UKCC Level 2 Certificate in coaching rowing.
 - RYA Level 2 Powerboat certification.
 - First Aid training.
 - Safeguarding and Protecting Children training.
 - Safeguarding and Protecting Adults training.
 - DBS/CRC documentation as obtained by British Rowing.
- **Driving and Travel:** You hold a full driving licence and are willing to complete training for towing a trailer to ensure competency. You are also prepared for regular national and international travel, including evenings, weekends, and public holidays, as the role requires. Any current endorsements/penalty points must be declared, including the reason/date they were issued.

Desirable:

- Committed to Professional Development: You aspire to develop yourself and are willing to complete the following qualifications:
 - UKCC Level 3 Certificate in Coaching Rowing
 - UKCC Level 2 Certificate in Strength and Conditioning
- Experience in coaching and developing rowers via long-term athlete development models, alongside a track record of working in programmes achieving international representation and domestic success (e.g., HRR, NSR, HWR)
- Experience of coaching internationally at Home Nation, U19 and/or U23 level.





Our Offer

The position of Performance Development Coach is a full-time paid role. It offers the opportunity to join our team at an exciting time for the Olympic Pathway, as we embark on delivering a bold and ambitious new strategy to identify and develop our Olympic Rowers of the future.

Salary: Circa £32,500 - £37,000 dependent on experience

Besides the salary and 25 days holiday (plus bank holidays), you'll also get:

- 7.5% employer pension contribution (when you contribute 3%)
- £20 per month with Betterspace (our wellbeing platform)
- Confidential counselling and advice with Empathy (our EAP)
- Eye care vouchers
- Life assurance (x3 your salary)
- Cycle to work scheme
- Free and secure parking in Hammersmith
- Free annual ROW Membership



Applying

To apply please download and complete this [application form](#) and [upload it here](#) with your CV. No need for a cover letter.

Applications will close at 09:00 on Monday, 27 July.

With interviews taking place on Tuesday, 4 August.

(Holme Pierrepont, Nottingham).

As part of the interview you will be invited to attend the National Development Camp from 4 to 8 August.

If you need any specific support, accommodations, or adjustments for your interview, please contact us so we can make the necessary arrangements.

If you are interested in discussing the role, please don't hesitate to contact Dan Harris (dan.harris@britishrowing.org) our Senior Performance Development Coach.

Additional Information

Anti-Doping:

The post-holder is expected to comply with the core requirements of the WADA Anti-Doping Code and its requirements on Coaches and Athlete Support Personnel to set a good personal example in this field. When directly working with coaches and 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 Clean Sport culture. The postholder will be expected to hold a current Clean Sport certificate relevant to the role they hold, and/or attend a Clean Sport induction provided by British Rowing.

Hours of Work:

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. Therefore, the post-holder's average working time may exceed 48 hours in a seven-day period.

This role is advertised as a full-time position. However, we welcome applications from individuals interested in a job share arrangement. If you are seeking to work part-time, please clearly indicate this in your application, including your preferred working hours or pattern.

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.