



JOB DESCRIPTION

Job Title:	Start Academy Rowing Coach
Employer:	London Youth Rowing in partnership with the University of East London.
Post Type:	Fixed term (12 months)
Salary range:	£30,000 - £32,000
Location:	Royal Docks and Olympic Park
Responsible to:	CEO of London Youth Rowing
Liaison with:	University of East London and British Rowing and the Great Britain Rowing Team.

Never Not Moving Forward

Build your career, follow your passion, be inspired by our environment of success.
#BeTheChange

The University of East London is one of the most diverse and vibrant universities in the global capital. Our pioneering and forward-thinking vision is making a positive and significant impact to the communities we serve, inspiring both our staff and students to reach their full potential.

We are looking for forward-thinking, innovative, curious, high-energy, self-aware people who are passionate about making a positive difference and who will thrive in an inclusive and diverse University community who are never not moving forwards.

As one of the most socially inclusive and international Universities and comprising one of the most diverse staff populations in the UK (50% of our professoriate identify from black or minority ethnic backgrounds), we are hugely proud of our track record in reducing inequalities (ranked 1st in the UK & 2nd globally, Times Higher Education Global Impact Rankings, 2020) and our commitment to equality, diversity and inclusion is at the heart of Vision 2028.

So, if you are looking to build your career in a dynamic, inclusive and performance-focused team and are inspired by our environment and drive for success, we want you to apply to join the University of East London. We are looking for inspirational individuals who have a passion to make a positive difference to people and planet, creating a more sustainable future for everyone.

The University of East London, working in partnership with British Rowing and London Youth Rowing, are seeking a rowing coach to launch a new location for the highly successful GB Rowing Start programme, The newly named Start Rowing Academy. The new location will represent a new phase for the Start programme, combining a continued emphasis on identifying and training rowers who have the potential to be Olympic Rowers with a focus on proactively engaging young people from backgrounds that are under-represented in rowing

and supporting them to access the talent pathway and performance rowing. Success will be measured against both of these objectives.

'Start' is a specialist talent identification programme that trains and develops athletes for the GB Rowing Team. All Start Rowing Academy athletes benefit from access to world-class coaches and facilities that support their development. There are several centres around the UK that provide a training base for athletes. Each centre is "hosted" by the local rowing club and all Start Rowing Academy rowers will be a member of their host club. The GB Rowing Team employs a full-time professional coach in each Start Rowing Academy centre who is responsible for the recruitment and development of athletes. As part of this development, all Start Rowing Academy rowers attend regular training and testing camps to monitor athletes' progression. These take place in the UK and overseas. For more information on the Start Rowing Academy click [HERE](#).

London Youth Rowing (LYR) provides opportunities for disadvantaged young people to get active and experience the benefits of rowing through a range of coaching, inclusion, and health programmes. The charity supports young people to develop new skills and enhance their self-belief, creating opportunities for young people to fulfil their potential. LYR's programmes develop three themes – **engagement** into physical activity and the sport of rowing, **the development of life skills** and the opportunity to benefit from **inclusive competition**. Our team of 24 employees work with more than 90 state schools in the most disadvantaged areas of London, Leeds, Wakefield and Bradford, and in Gravesend in Kent. Our team is very diverse - 40% of our coaches are female, and 47% come from an ethnic minority, allowing them to effectively engage our audience. You can learn more about LYR at www.londonyouthrowing.com

Job purpose

- To identify and recruit potential athletes in Newham and East London into the Start Rowing Academy (based at the Royal Docks) who have the potential to be selected for the Olympic Team, with a particular focus on under-represented groups leveraging local outreach programmes and the UEL talent pathway programme.
- To increase the 'pipeline' of rowers from under-represented backgrounds working towards representation in the GB Rowing Team who would not otherwise find that level from traditional 'mainstream' rowing.
- To provide high quality coaching to rowers on Start Rowing Academy so that they progress through the levels of the programme, acquiring the technical skills and physical robustness necessary to be successful in international rowing.

Roles and Responsibilities

- Identifying new rowers with clear potential to perform on the Olympic pathway via local Start testing. This will include supporting the delivery of grassroots rowing outreach programmes and competitions to aid talent identification, working in partnership with London Youth Rowing and the University of East London.
- Establishing and maintaining contact with relevant local partner organisations that can assist in finding talent. Current routes in existence are;
 - ∅ University of East London – East London Sport
 - ∅ London Youth Rowing (LYR)

- ∅ East London Talent Pathway
- ∅ Royal Albert Dock Trust (owner of host site)

- With the agreement of the Start Rowing Academy Coach, recruiting onto Start those rowers identified through testing, ensuring parents/guardians/other family members are involved in the process as appropriate.
- Coaching and developing rowers by planning, organising, coaching and monitoring their technical, physical and mental development on an individual basis.
- Reviewing the progress of the rowers, both within the group and within the programme with the Start Rowing Academy Coach.
- Assisting in the development of the UEL Rowing club
- Establishing and maintaining contact with relevant local partner organisations involved in the Start Rowing Academy, for example UEL Rowing club, London Youth Rowing (LYR), local schools' partnerships, local council/authority, etc.
- Being responsible for the good care and maintenance of GB Rowing Team boats and other equipment assigned to the programme.
- Being available to attend national trials, assessments and training camps and to work within the GB Rowing Team High Performance Programme if required.
- Being part of a network of coaches covering the UK. Working with these coaches to deliver the Start Rowing Academy, including assisting with and the running of testing days and Start Rowing Academy Testing Camps.
- Representing British Rowing publicly as necessary, including at Coaching Conferences.
- Contributing, where appropriate, to coach education within British Rowing and London Youth Rowing.
- Attend weekly coaching team meetings and coach development sessions with London Youth Rowing, in order to ensure the Start programme is closely integrated with LYR's local outreach work in schools. Support LYR programme delivery by attending coaching sessions in local state secondary schools and beginner and intermediate on-water sessions at Royal Docks and Olympic Park, to a schedule to be agreed with UEL and LYR, as part of the Talent ID process.

PERSON SPECIFICATION
GB Start Rowing Programme Coach

CATEGORY	ESSENTIAL & DESIRABLE CRITERIA
GENERAL	<p>Ability to motivate young people and coaches to achieve progressively higher standards of performance with the specific goal of international success (Essential)</p> <p>Demonstrate the ability to evaluate critically and appraise performance data and communicate this effectively to rowers in their charge (Essential)</p> <p>Be able to make good use of specialist support services (Essential)</p> <p>Confidence in working with or coaching young people (ideally in a rowing context) from under-represented or disadvantaged groups, and knowledge of working with state schools (Essential)</p> <p>Possess a good theoretical and practical knowledge of performance coaching and sports science (Desirable)</p>
MANAGEMENT, ORGANISATION & LEADERSHIP	<p>Demonstrate sound organisational qualities with the ability to plan effectively and implement coaching practices and procedures (Essential)</p> <p>Ability to prioritise tasks, set realistic targets, goals and objectives within definable constraints (Essential)</p> <p>Manage their own time and that of others in an effective way (Essential)</p> <p>Harness and develop the passion to succeed and motivation to train hard in all identified rowers (Desirable)</p>
COMMUNICATION	<p>Enthuse young rowers from backgrounds that are under-represented in the sport to enjoy rowing and aspire to achieve their best. Express ideas in a clear and persuasive manner. Convince others by having the ability to adapt style of communication and for active listening. (Essential)</p> <p>Ability to build and maintain working relationships with key stakeholders – in the local community, university, and NGBs (Desirable)</p> <p>Ability to work closely with student athletes (Essential)</p> <p>Ability to adjust content of information that needs careful explanation or interpretation to suit the needs of different audiences, within a sports context. (Essential)</p> <p>Ability to communicate plans with athlete support services (S&C, physiotherapy, sport psychology, etc.) (Desirable)</p>
INITIATIVE & PROBLEM SOLVING	<p>Experience of working in a community-sports setting, navigating the barriers to participation across various demographics. (Essential)</p> <p>Experience of using initiative and creativity to resolve administrative problems, identifying practical and suitable solutions. (Essential)</p>

	Ability to find innovative ways to enhance the support provision and engagement of student athletes. (Desirable)
OTHER ESSENTIAL CRITERIA	<p>Excellent customer care standards (Essential)</p> <p>Commitment to and understanding of equal opportunities issues within a diverse and multicultural environment. (Essential)</p> <p>Able to work unsociable hours and flexible attitude to working times. (Essential)</p>

Criteria tested by Key: A = Application form, C = Certification, I = Interview P = Presentation R = Research papers T = Test